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New Chamber Cluster

*ESTABLISHED TO IMPACT BUSINESS
OPERATING ENVIRONMENT*

06

**ECDC to Support
Export-Ready
SMMEs**

08

**Mayoral Investment
Facilitation Panel
Established for NMB**

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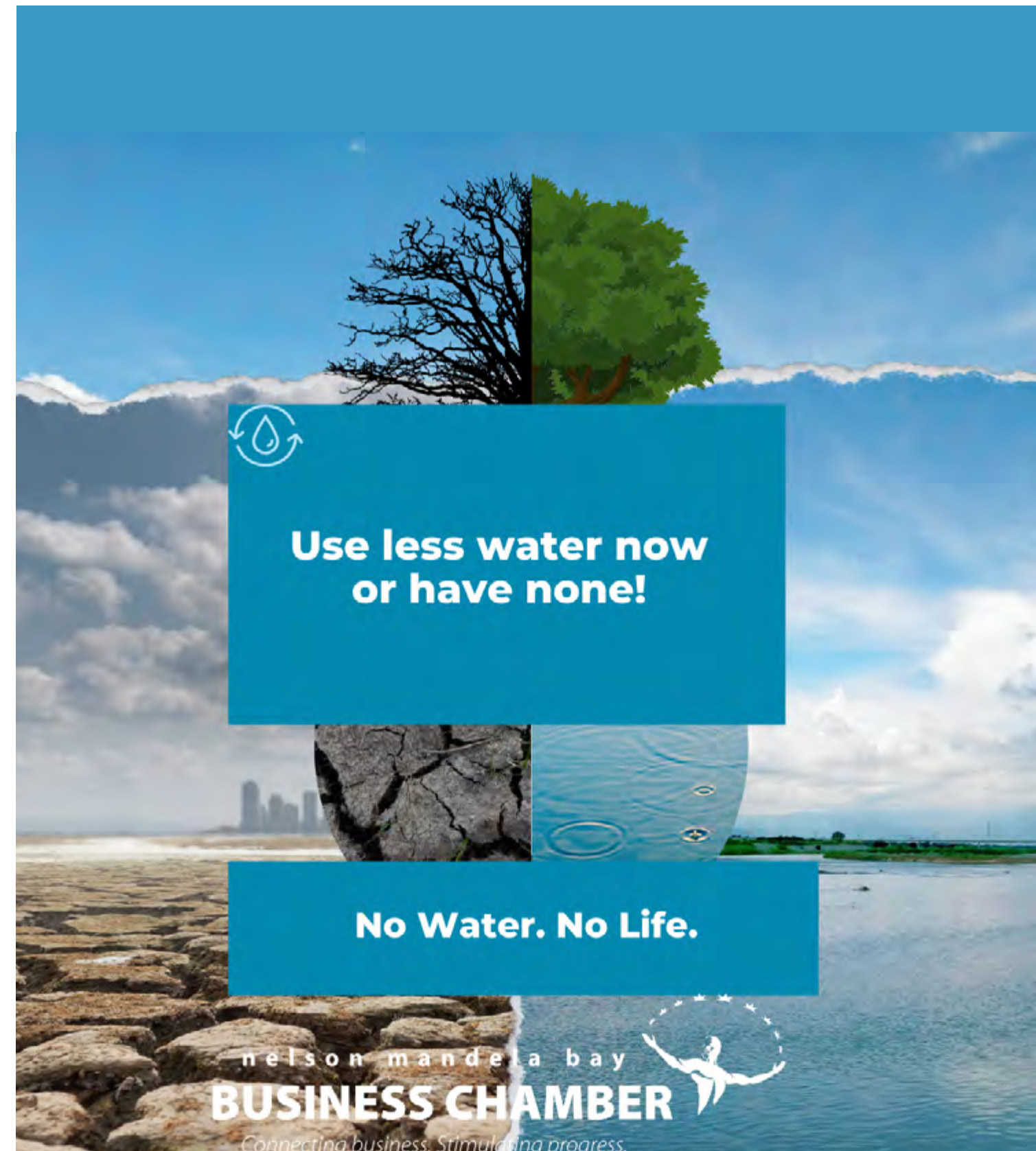
**Successful Annual
Golf Day** hosted by
Chamber at PE Golf
Club



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NEW CHAMBER CLUSTER ESTABLISHED

*to impact business
operating environment*

A group of businesses which operate in the Neave/Korsten area in Nelson Mandela Bay have established a business Cluster, under the banner of the Nelson Mandela Bay Business Chamber. This is now the sixth geographical cluster to be established by the Chamber for the purpose of enabling businesses to work together to address common issues which impact upon their operating environment.

The establishment of the cluster is set to facilitate a more efficient and collaborative approach between businesses in the respective areas to find solutions to key issues which impede the running of their operations. Over the past year, the Chamber has facilitated the establishment of the Perseverance, Deal Party, Kariega, North End and Struandale clusters, which have developed action-orientated strategies that respond to common challenges such as safety and security, illegal dumping and cleanliness.

The clustering approach is an initiative of the Nelson Mandela Bay Business Chamber, which over the last year has facilitated the establishment of various sectoral and geographical clusters geared towards representing the needs and interests of business, with the primary focus of retaining much needed investment and jobs in Nelson Mandela Bay.

Chamber chief executive Denise van Huyssteen commended the team for implementing this initiative as it perfectly aligns with the Chamber's strategy of collaborating as a collective to resurge the metro's economy through an activist and action-orientated approach. "It is not about finger-pointing but rather about getting a common understanding of the issues and then working with key stakeholders who are committed to taking constructive actions which are in the best interests of the local economy."

Earlier this year a memorandum of understanding was signed between the Business Chamber and the Nelson Mandela Bay Municipality, which paves the way for businesses to partner with the metro to implement solutions in response to the multiple challenges in the operating environment. The geographical clusters, with their collec-

tive resources, are well positioned to drive action and to achieve positive impact, which has a knock-on benefit in their immediate surrounding areas.

"A great example of this is the Adopt A Sub-Station intervention which has resulted in businesses adopting 19 sub-stations so far, and as such preventing the vandalism and theft of these key infrastructure sites," she says. "Additionally businesses have adopted 77 schools around the Metro where leaks are being fixed and this is particularly relevant in terms of the current water crisis as 10% of total water losses happens at schools."

Another benefit of the cluster approach is that it provides a platform for quick information sharing and communication between businesses. "This is particularly important in instances when there are power outages, water disruptions and when safety and security issues occur."

An interim core group, representing various businesses in the area, have been appointed to determine key priorities of the Neave/Korsten Cluster and to mobilise the participation of additional businesses in the area.

RovD Group Business Development Manager Athi Lupondwana, who is part of the interim committee, says "as a company that moved to Lindsay Road in 1964, we have decided it is time for business to do more and be more in our city." Grindstone Property Management and Development Director and Chamber Geographic Cluster Lead Paola Cicognini-Horak says the Neave/Korsten has long been plagued with problems that negatively impact on the local business community.

"These problems such as crime relating to the theft of both public and private infrastructure, illegal dumping and general infrastructure decay are not easily resolvable by individual businesses standing alone," says Horak. "The old saying goes – 'the best place to find a helping hand is at the end of your own arm' - the Neave/Korsten businesses have taken an collaborative decision to link their arms to create a collective hand to address the problems in their area."

*... we have decided it is time
for business to do more and
be more in our city.*



Pictured are the interim core group members for the cluster which include, from the front, Kelvin Naidoo (AutoX), Athi Lupondwana (RovdGroup), Natasha Carmody (B&E Conference Centre), Paul Johnson (Lear Corporation), Dieter Page (SJM Flex) and Denise van Huyssteen (Nelson Mandela Bay Business Chamber). In the back row, from left to right, are James Flanagan (Barry Levin), Adrian Kemp (Perspex) and Ashwin Daya (Nelson Mandela Bay Business Chamber).

ECDC FUND WILL SUPPORT [EXPORT-READY] SMMES

The Eastern Cape Development Corporation (ECDC), in line with the Eastern Cape Export Strategy, has set up an Export Market Access Fund to support efforts towards accessing global markets by Eastern Cape businesses, stimulate job creation and position the Eastern Cape province as a reliable source market for exports.

The Eastern Cape Export Strategy is aimed at positioning the province as a competitive location for exports and export-oriented investments, whilst growing the pool of value-added exporters of goods and services from the province. This is done through the facilitation and improvement of exports and the creation of a conducive environment in which government, business and communities collaborate in exporter enterprise development and export promotion.

The Eastern Cape Export Strategy acknowledges the financial resource constraints that the companies, especially the Small, Micro and Medium Enterprises (SMMEs), face when entering international markets. In recognising these constraints, the ECDC and its strategic partners have found it imperative to establish a mechanism that will provide export support to local companies in the Eastern Cape province.

The strategy seeks to position the province as a competitive location for exports and export-oriented investments.

The Export Market Assistance Fund assists new and existing exporters in the Eastern Cape province by providing financial support for technical export requirements needed for entrance into the international market.

- The Fund provides export funding to export-ready local companies;
- Assists with packaging and positioning of local products and services for export markets;
- Addresses various technical needs and challenges relating to international market access faced by local companies;
- Positions the Eastern Cape province as a reliable source market for exports;
- While stimulating job creation through increased exports.

The Export Market Assistance Fund is being implemented in partnership with the Buffalo City and Nelson Mandela Bay Metropolitan Municipalities Export Helpdesks. The Fund provides finance in the form of non-repayable cost-sharing financial incentives where businesses that are 51% black, female, youth or disabled-owned are eligible for funding capped at R350 000, with 80% of the approved amount being covered by the ECDC and 20% by the applicant. Funding support for applicants that do not fall into the abovementioned category is capped at R300 000 with the same cost-sharing ratio applicable. Access to the Fund, subject to budget availability, is open throughout the year.

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Establishment of Mayoral Investment Facilitation Panel for Nelson Mandela Bay

Attracting new investment and re-investment into the metro is an important early step to begin to address the issues of poverty, inequality, and unemployment.

Business and investor confidence in Nelson Mandela Bay are linked to the relative ease of doing business in the region, and to service delivery and processes at a municipal level.

In the past, high-impact projects and developments have tended to move slowly along because of red tape, complexity, and hurdles. This has delayed or jeopardised potential investments and their economic spin-offs for the Bay.

To address this issue, Council has resolved to provide an Investor One-Stop Shop experience to ease and facilitate catalytic investments in the City through a single interface which cuts across silos and cuts red tape.

To complement this initiative, Executive Mayor Cllr Retief Odendaal has decided to establish an Investment Facilitation Panel to provide high-level support to and oversight of the One-Stop Shop.

The objectives of the new Mayoral Investment Facilitation Panel are as follows:

- To create a platform for private sector and public sector investors to highlight issues and stumbling blocks in relation to their high-impact investment applications/developments in NMBM.
- For the Executive Mayor, at the level of their Office, to require interventions, through the Administration, to unlock challenges where appropriate; and
- To create an NMBM multi-disciplinary panel for the resolution of issues that are legitimately identified as contributing factors to delays and risks in realising and retaining investment opportunities.

To submit an investment project or development opportunity for consideration by the Investment Facilitation Panel:

CLICK or SCAN this QR Code →



For more information, please contact the Nelson Mandela Bay Investor One-Stop Shop:
investor1stopshop@mandelametro.gov.za | +27 66 489 1113

CHAMBER & FNB EXTEND THEIR PARTNERSHIP TO EMPOWER BUSINESSES AND PROFESSIONALS IN THE METRO

The Nelson Mandela Bay Business Chamber and First National Bank (FNB) have extended their partnership agreement that sees FNB sponsor the Chamber's Empowerment Network for a further 12-month period.

The Empowerment Network is a platform designed to facilitate networking, connections, partnerships, mentorship and support opportunities for businesses and professionals in Nelson Mandela Bay and consists of the Women Empowerment Connect and Mentorship Networks.

During 2022, the Network hosted 8 Women Empowerment workshops which attracted over 100 women per event and enrolled 29 mentees with an additional 15 in 2023.

The Women Empowerment Network in collaboration with the Women's Circle further donated clothing to Yokhuselo Haven, a shelter for abused women. This forms part of the Chamber's priority of promoting active citizenry. The Connect Network hosted Dr Imtiaz Sooliman from Gift of the Givers to mark Mandela Day last year. The session dealt with the water crisis in Nelson Mandela Bay and the collective efforts between the Chamber and Gift of the Givers in addressing water shortages.

A landmark Professionals Social Connect was also established to attract and retain young talent in Nelson Mandela Bay. "An assessment we conducted as the Chamber pointed towards a vacuum in Nelson Mandela Bay in terms of linkages and support offered to individuals and businesses who

want to progress their careers or businesses and expand their networks. This has continuously led to businesses and talent leaving the Bay and the Eastern Cape to other provinces. In response, we have established this platform as a support and opportunity-sharing mechanism and a stage for emerging professionals to utilise their skills, knowledge and expertise to discuss and propose solutions to challenges faced by our metro through various Think Tanks," says Lunga Mjodo, Chamber Business Information Manager.

"As a bank, we pride ourselves for the role we play in helping entrepreneurs start, run and grow their businesses. Our local economy needs an active base of entrepreneurs that continue to thrive to help grow our Eastern Cape economy, create jobs and helping in resolving some of the local challenges like water and energy. Our partnership with the Chamber, through the Empowerment Network, has provided FNB a great platform to offer the Bay community support through the Women Empowerment Network. Key to this is the focus on assisting women entrepreneurs navigate the market and the Professional Social Connect platform that creates space for young professionals and entrepreneurs to connect with like-minded individuals to tackle common areas of interest," says Sandile Philip, FNB's Regional Head. The agreement enables more businesses and professionals to be supported and connected to create meaningful relationships.

"We are excited to be renewing our sponsorship for another year as we extend our active citizenry in Nelson Mandela Bay," says Phillip.

FNB's Regional Head Sandile Phillip with Lunga Mjodo, the Chamber's Business Information Manager signing the new agreement for the extension of the partnership.



MC BOTHA OPENS INDEPENDENT LAW FIRM

Leading Gqeberha commercial lawyer MC Botha, who has built up a national reputation for defending the rights and interests of business, has opened an independent legal practice focused on the needs of industrial and commercial clients.

As managing director of Joubert Galpin and Searle (JGS) for 25 years, Botha led their growth to become one of the Eastern Cape's largest law firms, with national standing for expertise in energy, procurement, and labour law.

His new firm MC Botha Inc. is a specialist commercial law practice founded on Botha's approach of being a "legal activist for the cause of business" and his track record in challenging authority on behalf of business both locally and nationally.

Botha is nationally recognised as an expert on energy regulation and tariffs and has led several successful, ground-breaking court challenges against the national energy regulator (Nersa), Eskom and municipalities on electricity tariffs and other energy-related issues, brought on behalf of various organised business bodies and individual businesses.

"Moving from a corporate environment to my own, independent practice gives me the flexibility to serve clients with non-traditional, innovative legal solutions that make business sense in this dynamic environment, both in the global context and in response to the unique challenges of doing business in South Africa today. We seek to understand the root cause of the challenges that confront businesses and then explore cost effective ways to overcome such challenges. In seeking solutions we explore the world of the possible.

"Being independent, not beholden to any specific agenda or stakeholder interests, allows us to take on the big issues affecting business, and also to provide individual business clients with tailored, lawful and strategic solutions to their specific challenges," Botha said.



Botha is a long-standing legal advisor to leading South African listed companies and large corporates, as well as entrepreneurs, family businesses, organised business formations and government entities.

He said the shift from corporate to a smaller, independent law firm was an opportunity to work more closely with clients one-on-one to develop strategic, responsive and practical, commercially-sound legal solutions to their business needs.

"I will continue to champion the cause of business by challenging regulatory and governance issues that stifle the effective operation of commerce and industry and undermine much-needed investment and job creation in our country," he added.

Committed to developing the legal profession and promoting access to justice, Botha has served in leadership positions for several institutional and non-profit organisations over the years.

He served the Nelson Mandela Bay Business Chamber as a board member for 10 years, as its vice-president for two terms, and continues to consult to the Chamber's governance committee.

The new firm will handle all aspects of commercial law, drawing on Botha's specialist expertise in the energy sector, construction law and disputes, public procurement, competition law, transaction advisory and structuring, corporate governance, taxation and commercial litigation.

He is joined in the new firm by specialist commercial attorney Mmusho Mokgwetsi as associate.

BAY WOMAN WORKS HER WAY UP TO LEADERSHIP ROLE



Liezel Boshoff's story is one of resilience, having worked her way from the bottom to heading up one of the leading manufacturing companies in Nelson Mandela Bay.

Air-Tek officially opened its doors in 1986 and has over the years built a strong reputation as an industry expert on air-conditioning, refrigeration and ventilation. Today, the company employs 45 people, including 14 service, manufacturing and installation teams.

Boshoff joined the company in 2001 as a receptionist immediately after completing her high school studies. A hard-worker who had set sights on growing herself within the company, she completed several courses while straddling her day job.

"It was quite challenging as this was my first job and Air-Tek had already been a very well-established firm, with many systems in place. Luckily for me, I took over from my sister who was relocating to another province, which made the learning process easier," Boshoff says.

In 2003, she was promoted to a Bookkeeper role and also in charge of all human resource responsibilities. Growing up, she always dreamed of being involved in finances and leadership roles.

Being involved in a predominantly male dominated industry, she knew that hard work would always prevail. She worked hard to prove that she deserved to lead in the leadership role she currently occupies. However, she had to overcome many challenges along the way but through mentoring, she managed to rise above everything to reach the pinnacle of her career.

"I gained a lot of good business ethics from my mentor, Walter Keey, who is the company's co-founder. In 2018, I was offered shares and by 2020, I was elected as managing director to help grow the company.

"As managing director, I am actively involved in the day-to-day running of the business. I am quite passionate about our area of operation and as such, I always make sure that we meet all our financial commitments," she says.

To a girl child with dreams of establishing a career in a male dominated environment, she says one should never underestimate their abilities.

"Others will regard you the same way you regard yourself. If you don't value yourself, others will undervalue you as well. So value yourself highly, and others will follow."

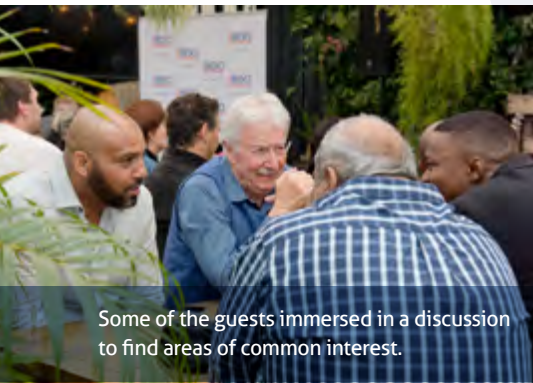
Chamber ENGAGEMENTS

The Chamber recently hosted the Minerals Council on a visit to Nelson Mandela Bay to discuss the impact of the transportation, storage and exports of manganese from the two ports. This included the participation of the Nelson Mandela Bay Municipality and Transnet representatives, with the discussions focused on potential solutions.

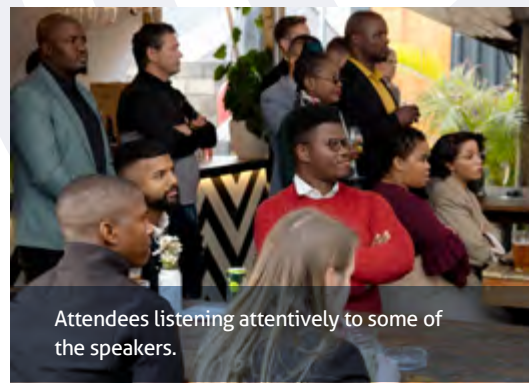


Left to right are Councillor Rayno Kayser, Ashwin Daya (Chamber) and Denise van Huyssteen (Chamber).

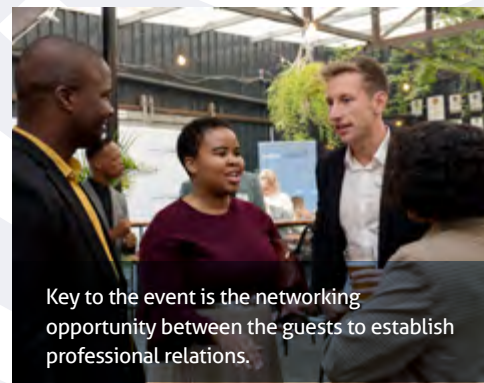
Chamber CEO Denise van Huyssteen and Ashwin Daya, the Chief Operations Officer, had a meet and greet with Councillor Rayno Kayser, who was recently appointed Mayoral Committee Member for Roads and Transport. The team took the opportunity to discuss the Chamber's strategic priorities, while he shared his vision for having a strong logistics system in place in Nelson Mandela Bay.



Some of the guests immersed in a discussion to find areas of common interest.



Attendees listening attentively to some of the speakers.



Key to the event is the networking opportunity between the guests to establish professional relations.

The Nelson Mandela Bay Business Chamber hosted a Professional Social Connect and Networking Event at Chicky's Yard recently. The platform is for developing professionals in the Bay to come together and network. Furthermore, this is an opportunity thereto to engage business or industry leaders on issues of common interest. This was the Chamber's third event this year and it saw the establishment of Think Tanks. These Think Tanks are intended to identify key salient issues within the Bay that require immediate attention in getting the City to work again.

FNB is a proud sponsor of the Empowerment Network and the event was sponsored by BDO.

Chamber ENGAGEMENTS

Members of the Chamber's Electricity, Safety and Security Task Teams conducted a site visit to the Municipal and Eskom Chatty Sub-Stations. These are the main electricity feeder sub-stations into Nelson Mandela Bay.



Delegation of Chamber and Municipal participants.



The Women Empowerment Network recently hosted a Master Class on How to Grow a Sustainable Business. The session was sponsored and facilitated by FNB.

At the core of the event, to inform and equip women led businesses with key insights on sustainable growth on various important aspects such as, renewable energy and financial statements.

The Women Empowerment is proudly sponsored by FNB.

Chamber chief executive Denise van Huyssteen attended a briefing hosted by First National Bank Eastern Cape to provide a global and local economic market update. From a global economic perspective, it was highlighted that 2023 will be characterised by weak economic growth and while this may potentially be a recession year, the outlook will not be as negative as what was experienced in 2008 and 2020. It was indicated that Inflation has peaked, and that banks are likely to be cautious in this type of environment, resulting in tightening of financial market conditions. The South African Rand remains weak versus the dollar and locally the market will be impacted by slow global growth as well as specific issues relating to the electricity crisis and inefficient rail and port logistics. On a positive note, tourism is making a recovery and this is key as this sector accounts for 8% of the country's GDP. A silver lining to loadshedding is that it is accelerating the transformation of energy in South Africa.



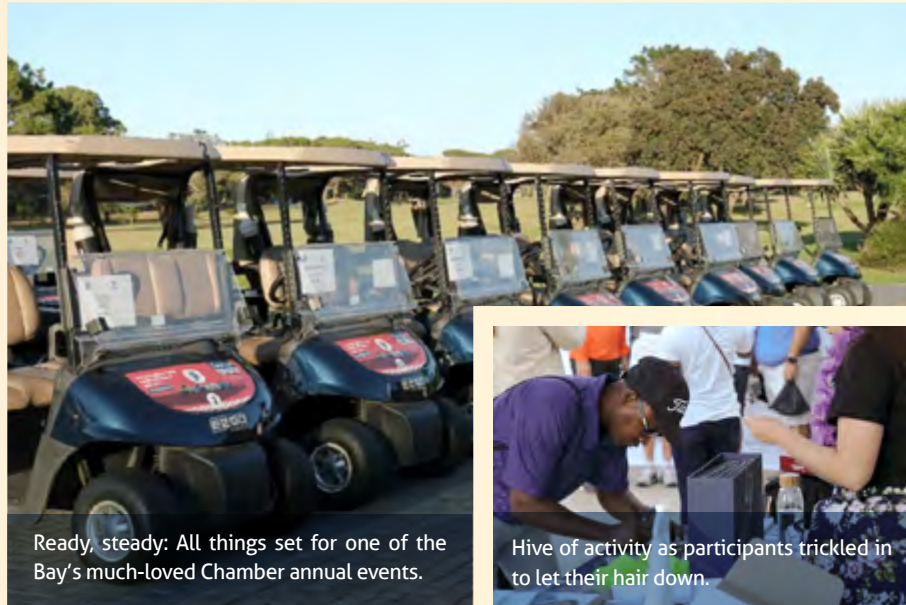
RMB's Chief Economist, Etienne le Roux.



Chamber EVENTS

ANNUAL GOLF DAY

The Nelson Mandela Bay Business Chamber's Golf Day, which was held on 30 March, was the biggest one in the 123-year history of the Port Elizabeth Golf Club. Businesses came out in full force to play, with four-balls sold out in February and an incredible 20 sponsors supporting the event. We greatly appreciate the participation and collaboration of our local business community in supporting Chamber interventions, activities and events. Together we can achieve so much more!



Ready, steady: All things set for one of the Bay's much-loved Chamber annual events.



Hive of activity as participants trickled in to let their hair down.



The guys showing their approval as they make their way to the course.

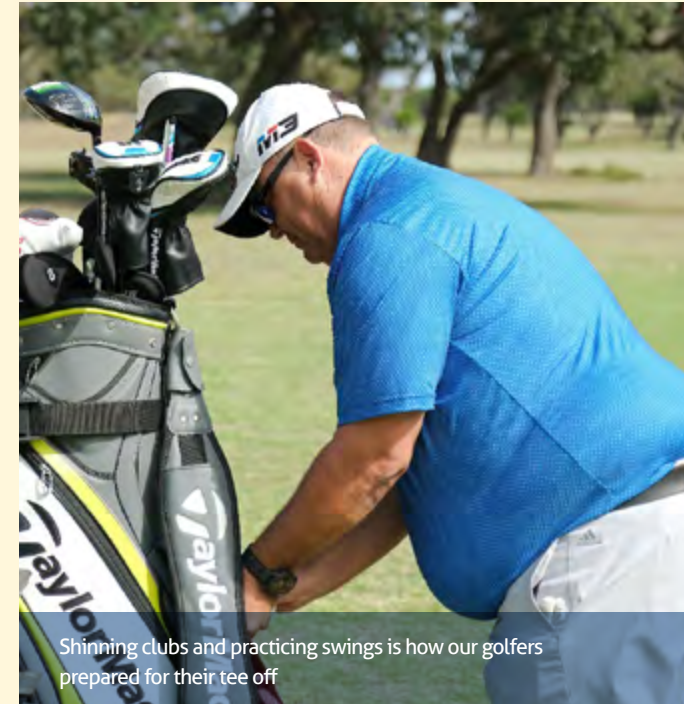


Team JGS relaxing and enjoying the day's festivities.



Not only did the weather show off, golfers also came out in their colourful outfits to bring a bit of style to the event.

Chamber EVENTS



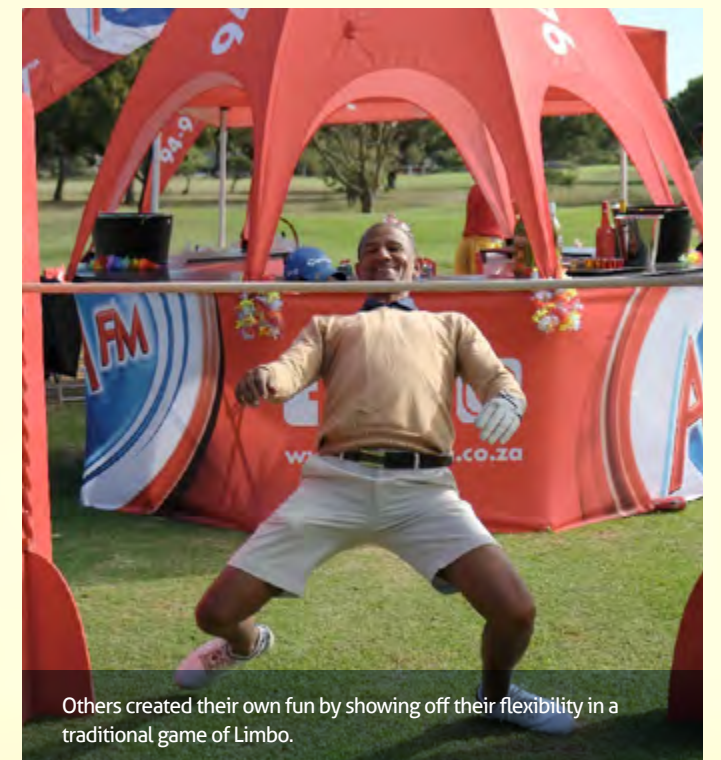
Shinning clubs and practicing swings is how our golfers prepared for their tee off



Perfect weather conditions ensured that golfers enjoyed serious action on the day.



This year's event also catered for non-golfers who paid a fee to receive lessons to polish up on their skills.



Others created their own fun by showing off their flexibility in a traditional game of Limbo.



Chamber EVENTS



Ladies serving beautiful looks while enjoying some bubbly.



In the zone: this golfer is keeping his eye line on par



Teammates watch as their partner takes a shot at this year's event which attracted nearly 200 golfers.

Chamber EVENTS



The Alexander Forbes was well represented as team members happily show off their outfits.



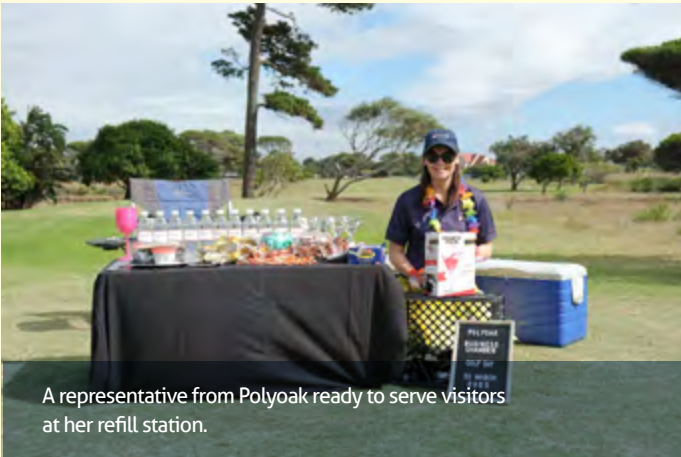
These participants embraced the Hawaiian theme.



The team enjoying shots at the Nashua stand in between teeing off.



The Do4SA stand brought some colour to the course.



A representative from Polyoak ready to serve visitors at her refill station.



Entertainment for the day was provided by Simon Shaw who kept the audience dancing throughout the event.

Upcoming EVENTS



ANNUAL GENERAL MEETING GUEST SPEAKER ANNOUNCEMENT



MIKEL MABASA
NAAMSA CEO

Follow the link in the caption to book your seat.
Limited seats available.

Sponsorship Opportunities Still Available

Our Annual General Meeting is coming up on the 31st of May 2023 and bookings are now open.

While we have limited seats available, we ask that all members (whether you are able to attend or not) please complete the registration and proxy form.

To register for this event or provide us with your proxy, please do fill in the link below:

[CLICK HERE TO REGISTER](#)

Bookings will only be accepted via the link and not through emails.

Only one representative per company may attend.

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Upcoming EVENTS



STANDARD BANK WORKSHOP: ACCESS TO FUNDING, DEVELOPMENT AND MARKETS



Date
9 May, 2023



Time
11:00AM – 12:00AM

Enterprise Development is a department in Standard Bank that is aimed at growing, scaling and supporting sustainable black-owned South African businesses through creating access to funding, development and markets. It contributes to the transformation of the economy, whilst also growing sustainable businesses. We utilise the legislative criteria, funding and development tools to support this growth.

NMB Business Chamber will host Standard Bank Enterprise Development to discuss the various solutions available to SMME's.

RSVP BY 5TH MAY 2023:
PROJECTS@NMBBUSINESSCHAMBER.CO.ZA



Standard Bank



TREE, STUMPED

Gqeberha is known for its beautiful leafy green suburbs and historic trees which tower over roads and houses. As beautiful as these trees are, the wild fig tree, in particular, has some Gqeberha residents pulling their hair out with frustration.

In this article we look at what the law has to say about neighbours whose trees have overhanging branches which block your sunlight or whose falling leaves and fruit create a mess in your garden, or whose roots cause damage to your boundary walls or swimming pool.

Our law provides that no person should use their land in a way that will harm the rights of another person. We refer to the instance when land use becomes a burden to someone else as a "nuisance". Our courts evaluate disputes by balancing the nuisances against what is objectively reasonable in the circumstances.

Our courts will therefore not entertain a complaint of a nuisance that is a mere inconvenience to you, or which does not constitute a real threat of damage to your property. In other words, if there are leaves falling into your yard which can easily be cleaned up weekly, or gutters and drains that can be cleared from time to time to avoid blockages, our courts see this as a reasonable consequence of the trees and will not expect your neighbour to foot the bill for this.

However, if there are compelling reasons for overhanging branches to be trimmed, you might be more successful in persuading a court to find in your favour. If encroaching roots are causing the boundary wall to collapse, a court will likely order the tree to be removed.

If damage to your property has already been caused, for example a crack in your swimming pool which you think was caused by roots from your neighbour's tree, you will need to be sure that you have sufficient evidence that it was your neighbour's tree that caused the damage, or else you may have difficulty in convincing the court of this.

Nowadays there is an extra element that our courts will consider when there is a request to remove a tree, and

this is the importance of ensuring that trees which play a vital role in the environment are not frivolously removed. In such a case, the court would rather order that the tree is cut back, as opposed to being removed completely.

What about the cost of having to constantly trim your neighbour's trees, especially when the tree(s) are very tall, and professional tree trimmers need to be hired?

In this instance, you would first need to approach your neighbour to try and reach an agreement on the trimming of the trees. If you do not have success in these attempts, you could go ahead and pay for the trees to be trimmed, subject to certain conditions, and then try to recover the costs from your neighbour. You also have the option to approach court for an order for the trimming of the trees, and perhaps also an interdict against your neighbour to ensure that the trees do not encroach over the boundary wall in the future.

Keep in mind that if you claim the costs of having the trees trimmed and the matter goes to court, and the court finds against you, you could end up paying for the trimming of the trees, your legal fees and the legal fees of your neighbour.

It is therefore always advisable that you first try to resolve the dispute with your neighbour amicably, and if you have to take the matter further, that you consult with your attorney to ensure that you are able to provide the court with sufficient evidence to prove that your claim is objectively reasonable, so that you have the best chance of being successful.



Loren Burton

Loren is an Attorney and Notary Public in Joubert Galpin Searle's Commercial division and specialises in all aspects of Commercial Law. She graduated with an LLB from the University of Fort Hare. Loren joined Joubert Galpin Searle as an Associate in 2017 and was promoted to Director in 2023.

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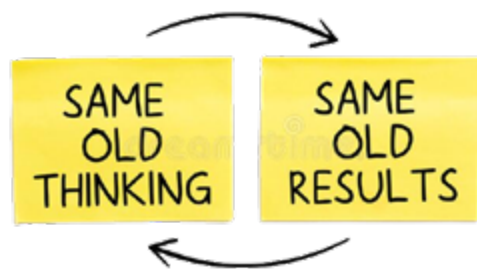
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Dr Kameshnee Ramsammy Clinical Psychologist

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*Clinical Psychologist and Mental Health Advocate
As a practising Clinical Psychologist for 20 years, I have worked with a rich diversity of individuals. My services include: individual, couple, and family therapy.*

The consultancy area of my business focuses on crafting strong networks with a range of businesses in the Nelson Mandela Bay and providing them with a range of services to grow their businesses and develop their staff. I am also a practising life coach and mentor and provide businesses with solutions to improve staff moral and team success.

A new exciting venture is the launch of Wellness Retreats for individuals and businesses, which you will learn more about in the next few weeks.

I have delivered several conference papers both nationally and internationally and hold a Research Associate position at the Nelson Mandela University.

The psychology of success refers to the cognitive, emotional and behavioural processes involved in achieving personal and professional goals. One's self-esteem, goal-setting, resilience, mind-set, perseverance, and problem solving can affect your success.

Successful individuals often have the ability to "bounce back" from adversity, maintain a healthy work-life balance, and embrace challenges.

There are a several strategies individuals can use to increase their success:

- 1. Vision of your life** – when we have a vision of our lives this can act in both an inspirational and aspirational way. We all need hope and envisioning a successful life can bring purpose and a roadmap to achieving your desired outcomes. Write out a vision for yourself and decide how you want to achieve that vision.
- 2. Growth mind-set vs Fixed mind-set** – having a growth mind-set means that when faced with problems and challenges one is able to look for solutions, whereas a fixed mind-set can dull your creativity and cause you to feel like there is no way out of a challenge. You can train your brain to look for many different possibilities. For e.g., tell your brain "The solution/s to this problem is" You will notice that your brain will follow and create solutions.
- 3. Mindfulness** – moving your brain between tasks can create mindlessness and you can feel both mentally and physically fatigued. This back-and-forth motion between tasks can negatively affect your creativity and increase stress hormones in your body and brain. Be present minded and notice how you can be calmer and more creative.
- 4. Understand your character strengths** – individuals have various character strengths, which can be used in multiple settings such as work, relationships, health, finances and so forth. When we use our strengths we view ourselves from an asset-based perspective as opposed to a deficit-based perspective. We can rally our internal strengths and see them as our resources that we can harness in various situations. Successful people are tuned into their strengths and tend to become masters of these.
- 5. Decisiveness** – sitting on the fence and not taking action leads to procrastination. Whilst it is vital to make good, well thought out decisions, it is time-wasting to be indecisive. Taking calculated risks and making a decision can enable you to be at forefront. Procrastination and indecisiveness often lead to delays and inaction which can be harmful to both personal and professional growth and development.



DELEGATION: ART OR SCIENCE?

Delegation is no simple matter. The lack of delegation has been the graveyard of many managers. A manager who fails to delegate will become weighed down with a work overload and eventually sink under the pressure.

At the same time competent staff will become demotivated. They'll wonder why their manager does not see them as capable of taking on new responsibilities. Top performers will look elsewhere for new opportunities currently being denied them.

No astute manager wants to be burdened with a group of disillusioned and demotivated staff. They don't want people who are working just hard enough to stay out of trouble, but never showing any initiative or desire to improve and contribute more.

When a new set of responsibilities is delegated for the first time, the manager is sending a very clear message. It is a message that says: "I trust you to do this work. I believe you are capable." This is genuine and positive recognition - and a huge motivator.



Good managers will want to develop their staff. Delegation carried out within a planned time frame that includes specific check points is an excellent developmental tool. New knowledge and skills can be transferred in a risk-free setting.

If delegation is such a powerful management tool, an important question to answer must be: "Why don't more managers delegate more often"? The answer is that human nature, a strange animal, can encourage self-defeating behaviours.

For example... managers don't delegate because they don't want to see the work being messed up. They believe that no-one can carry out responsible tasks as well as they can. And the hassle of having to fix 'the mess' later is a waste of valuable time.

On the other hand... managers may feel uneasy, suspecting that the delegated work will be done so well that they could be shown up. A feeling of insecurity takes hold. Perhaps this person will end up taking over my job? So, best to keep him/her in their place.

The fact is that, properly done, delegation can be a win-win practice for both managers and staff. It is a key pillar in building a business with motivated & committed people.

Steve addresses individual and team performance. He works with managers, their staff and teams at all levels. He focuses on four essential pillars of motivation: Communication; Delegation; Participation and Recognition.

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Member GOOD NEWS



One of the Nelson Mandela Bay Business Chamber Exporter's Programme participants Bernadette Swartz was recently honoured by the Kouga Business Forum for business excellence in the region. Pictured with her is Dries du Preez, chairperson of the Kouga Business Forum.

New operations manager appointed at Boardwalk hotel

Sun International's Boardwalk Hotel has announced the appointment of Keenan Bergins as Operations Manager of March.

Born and bred in Gqeberha, Bergins matriculated from Theodor Herzl High School in 1998, before completing a B.Com Law Degree at the Nelson Mandela Metropolitan University. He also holds an MBA from the University of Stellenbosch Business School.

He is no stranger to the hospitality industry, having started working in various restaurants, bars and nightclubs in both South Africa and the USA during his student years.

Bergins joined Sun International in 2005 as Food and Beverage manager at Fish River Sun. In 2008, he was promoted into the position of Assistant Operations Manager at Carousel, and shortly thereafter became the Operations Manager. In December 2011 he was appointed as the Operations Manager at Carnival City and three years later, was appointed as Complex General Manager at Golden Valley hotel in Worcester. He embraced this position, passionately driving the business forward for eight years before opting to move back to his hometown with his wife and sons. At Boardwalk, he will report to Tati Tsunke, General Manager.

Outside the office, Bergins is an avid sportsman, enjoying a wide variety of activities ranging from cycling to action cricket, golf and martial arts. He loves travelling and spending time with friends and family.



Keenan Bergins

Member GOOD NEWS

Leolan Academy to benefit from Algoa FM Charity Golf Day

Children with special needs in the Mossel Bay area will have a new place to learn while they play, thanks to funds raised during the second annual Algoa Cares Garden Route Charity Golf Day.

"The support will go a long way in helping us achieve our mission of empowering vulnerable communities and giving hope and dreams, specifically for children with special needs (autism and down-syndrome), particularly the children of Leolan Academy in Mossel Bay," says Petrie Cronje, chief executive officer of the LOUIS57 Foundation.

Leolan Academy, which is part of the LOUIS57 Foundation, is a non-profit school in Mossel Bay which supports children from the community.

Funds raised by the charity golf day will go towards purchasing a jungle gym, security fencing and a synthetic grass surface.

"Your kindness and compassion will make a significant impact on the lives of these children," says Cronje.

"Algoa FM understands how important play is as a learning and life-enriching experience. We urge the Garden Route business community to put their full support into the charity golf day by sponsoring holes and participating on the day by taking up a sponsorship package and participating," says Algoa FM marketing manager Lesley Geyer.

"Algoa FM's golf days are known for their focus on fun, and this one will be no different. We will transform a round of golf into a carnival," she promises.

The Algoa Cares Garden Route Charity Golf Day will take place at the Pinnacle Point Golf Club on Thursday, June 1.



Outdoor lesson at Leolan Academy

Ford SA and Rally to Read Strengthens Education and Literacy in Nelson Mandela Bay

The Ford Motor Company of South Africa has once again partnered with the READ Educational Trust in the Eastern Cape, by donating much needed funds to the Rally to Read programme. This year, the programme will include a digital literacy element, for the first time.

Ford has a long association with Rally to Read and the latest project is the result of another R1,360 million grant by Ford aimed at bolstering education and literacy in the province. The Rally to Read will benefit around 4,085 learners and 124 teachers at eight schools in the Nelson Mandela Bay metro. This is part of a three-year initiative which commenced in 2022. This year marks year two of a three year collaboration between Ford and Rally to Read.

"We are delighted to once again support the amazing work that Rally to Read does across the country, and it is wonderful to focus on Nelson Mandela Bay where Ford South

Africa's legacy started in 1923, and where our Struandale Engine Plant is located in Gqeberha," said Neale Hill, president Ford Motor Company Africa.

The academic material this year is focused on the Intermediate Phase, ranging from grade 4 to grade 7, and is prepared and supplied by the READ Educational Trust. It consists of story books, multi-coloured box libraries containing reading books of various genres, as well as smart projectors.

The programme continues to work with eight schools; David Vuku Lower Primary School, Nomathamsanqa Primary School, WB Tshume Primary School, Mzomtsha Public Primary School, Elukholweni Farm School, Rocklands Intermediate School, Empumalanga School and Nkuthalo Public Primary School.



One of the learners during a reading exercise.



Ebenyo triumphant as Mashele breaks SA 10km Record at inaugural Absa RUN YOUR CITY GQEBERHA 10K

The inaugural Absa RUN YOUR CITY GQEBERHA 10K that took place in 'The Friendly City' on 02 April 2023, could not have asked for a better debut as near perfect conditions greeted the 3000 plus runners, with the elites taking full advantage of the opportunity to run some spectacular times.

Daniel Ebenyo from Kenya and Bekelch Teku Wariyo from Ethiopia, claimed gold at the event with South African's Precious Mashele breaking the 8-year-old SA Record of Stephen Mokoka and Glenrose Xaba, who smashed her personal best by almost 30seconds.



Welcome NEW MEMBERS



About the company

Emergency Medical Services for all medical, trauma-related and Injury on Duty (IOD) incidents. Event medical standby for sporting, cultural or music events. Training including First Aid, Basic Life Support for Health Care Providers, CPR for Everyone and baby Basics.

Reason we joined

As a local business with our head office situated in Gqeberha, we want to benefit from our membership to the Chamber and to add value to Chamber and the broader business community within the Nelson Mandela Bay.



Carmen Hill
HR Manager

About the company

Cemza began working in the project to develop a greenfield cement grinding facility in the Eastern Cape in the early part of the 2010 decade. The selection of the location at Coega IDZ in Nelson Mandela Bay, South Africa was influenced mainly by the availability of suitable land, ready infrastructure and access to the port of Ngqura.

Reason we joined

The reason we have decided to become members of the Chambers, is due to the business challenges that we are met with and we are of the view that its best to network and join forces with Company's who also experience our challenges.



Kruven Kerspay
Director

About the company

We are a retailer of used, new alternative parts and OEM auto parts.

Reason we joined

We are looking for increased exposure and assistance to develop and grow.



Welcome NEW MEMBERS



About the company

Global Business Solutions (GBS) is a leading Labour Law, Human Resources and Labour Relations consultancy offering a diverse range of onsite business solutions and services customised to meet the bespoke needs of the client. GBS is unashamedly client centric and uses design thinking principles in crafting solutions. GBS is a business of consequence with a wealth of experience and expertise spanning more than 30 years since its establishment.

With a closely integrated national footprint of offices across South Africa and with partners in other global geographies, GBS is well-positioned to respond quickly and effectively to clients' needs by providing practical and sustainable solutions. Our client base includes the full range of private, public, governmental and para-statal organizations from large blue-chip multinationals to small and medium size enterprises as well as start ups.

With a B-BBEE status of 125% (Level 2) ([click here for our B-BBEE Affidavit](#)) we practice what we preach and pride ourselves in creating pragmatic business solutions and transformed organisations despite the volatile and uncertain trading environment.

Our consulting and training services are designed to provide an end-to-end range of multidisciplinary solutions across labour law, human resources and labour relations as well as associated workplace regulations such as BBBEE, C19, POPI, PAIA and AARTO.



About the company

We operate a commercial properties for rental and are currently tenant by various businesses.

Reason we joined

To learn more about the business industry and grow my business.



About the company

A consulting business offering estate planning, administration of deceased estates, trust administration & independent trusteeship services.

Reason we joined

Exposure for the business, making new connections and gaining knowledge and education, and at a later stage sharing knowledge with new members.



PLATINUM partners



GOLD partners



SILVER partners



BLUE partners



nelson mandela bay
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