



STAFF NEWSLETTER

Vol. 52 (NOVEMBER) 2023



From MDs Desk

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MISSION

SGA is dedicated to supporting sustainable safety and security for our customers and the community by providing the best security solutions founded in our people, innovation and our commitment to social responsibility.

VISION

To be the integrated security solutions provider of choice through exceptional quality, personnel, integrity, innovative systems and customer relations in the African Region.

SGA will be a safe and secure place where our employees feel proud and are empowered and dedicated to do a professional job. SGA serves its customers with quality, discipline, loyalty and integrity.

VALUES

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► Message from MD's Desk

Colleagues,

In just a month, the year will be gone. It has been an amazing run in all fronts. Even though we have work to do in many areas, it sounds like we will achieve the targeted objectives. I thank you all for being forthright in pursuit of the set objectives, despite the obvious challenges that we faced, especially at the start of the year.

We still face a surge in fuel prices, though it is easing up. The forex rate is making the imports expensive and when these are pushed to the customers, the reaction is a push for lower prices or a shift to lower tier market. The situation is aggravated by formidable players willing to drop prices below realistic market levels, forcing the customers willing to remain to push for discounts. The entry of the services providers from the government agencies is further complicating the market, and they come with much lower prices.

To remain competitive, we need to remain on top of the service levels. This will give the customer value for money. We have invested in proper systems, including the customer relations software – HubSpot. We need to utilise these systems to support our operations and improve our turnaround times.



I wish to inform all of us that the Ministry of Health has indicated that there is a strain of influenza in the country and Covid-19 infection is steadily rising. This is therefore a reminder that we must keep the usual preventive measures to avoid contracting and transmitting it.

Lastly, as we move into the festive season, we must put in proper plans to ensure smooth operations and be proactive in addressing our customer needs. They will scale down operations, take leave and leave the premises to us. The festive season come with heightened activities and crime rate usually rise. Let's ensure that we forge partnership with law enforcement agencies and our control rooms should be on top of their game. Let's continue with surveillance and contingency plans to assure ourselves that all will be well. This needs to be supported with effective communication and reporting mechanisms.

I count on all of you. I wish you all an enjoyable festive season and those celebrating Christmas, have a merry one. Take care of yourselves and your families.

Yours team leader,

Eric Sambu.

➤ **Mandla Ngwenya** - Head of Operations



MANDLA NGWENYA
Head of Operations
Man. 101

I would like to present Mandla Ngwenya as the new Head of Operations, who has taken over for Joakim Sabana, who has retired. Mandla is an adaptable security manager with considerable expertise in leading security teams, creating and executing security policies and procedures, and conducting investigations. With more than two decades of expertise in private and public security, as well as deep understanding of security team manpower management and deployment methods.

➤ Festive Season Offers



FESTIVE SEASON SPECIAL OFFER

for the staff of SGA Security Corporate Customers



MONTHLY ALARM MONITORING & RESPONSE SERVICES

- Residential Premise: ~~160,000/-~~
Offer Price: 150,000/-
- Commercial Premise: ~~190,000/-~~
Offer Price: 180,000/-

Note:

- Free Installation with 2pcs PB
- All prices exclusive of VAT
- Annual Licence Fee \$ 80
- Offer valid until 31st December, 2023
Terms and Conditions Apply



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ISO CERTIFIED
18788 : 2015, 9001 : 2015, 14001 : 2015
& 45001 : 2018



FESTIVE SEASON SPECIAL OFFER

for the staff of SGA Security Corporate Customers



CAR TRACKING SYSTEM

- Basic Tracking System Device Price: ~~250,000/-~~
Offer Price: 100,000/-
Monthly Recurring Fee: ~~35,000/-~~
Offer Price: 25,000/-
- Fuel Management System: ~~950,000/-~~
Offer Price: 850,000/-
Monthly Recurring Fee: ~~45,000/-~~
Offer Price: 35,000/-

Note:

- All prices exclusive of VAT
- Offer valid until 31st December, 2023
Terms and Conditions Apply



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NBAA Annual Conference

Eric Sambu, MD, after making a presentation at the NBAA Annual Conference where he presented on effective risk management in business development. The event was in APC Conference Centre, Dar es Salaam at the end of November



➤ The MD Visits



SGA MD, Eric Sambu (centre) posing for a photo with GGM Security team during his recent visit to Geita



During the month of November, MD visited Mwanza and North Mara. This is part of the coordination role and client liaison.

➤ SGA Awarded by TRA

SGA guards won the top award in Tegeta Region, for tax compliance and the highest amount of tax paid. This was awarded during the Annual Taxpayer Appreciation event in Dar es Salaam. Below are the pictures of the event.





tratanzania



126 likes

tratanzania #SikuYaMlipakodi2023 Picha za Walipakodi walioshinda tuzo mbalimbali katika vipengele tofauti wakipokea tuzo zao 24/11/2023 wakati wa hafla ya Siku ya Mlipakodi 2023 katika ukumbi wa Mlimani City jijini Dar es Salaam.



BOARD CHAIRMAN

COMMISSIONER GENERAL

➤ SGA Recognized at the Employer of the Year Award Event

SGA Security were part of the sponsors of the event. The function was officiated by the Minister responsible for labour, Hon Joyce Ndalichako. The paramedic team were with guarding operations team and represented SGA well during the event.



Branch commander Mr. Kichere on the left with paramedic staff and other staff in a group photo during event



SGA Was also celebrated in the recent Consumer Choice Awards for being one of the constant sponsors since inception.

➤ Firearms Instructions



The SGA Armoury officer, Mr Mohere, addressing officers at Dodoma branch during last month's visit to deliver new firearms. Safety is key in such operations.



Enza Zaden guards, Sector Sergeants and MRT guards with Quality Assurance Manager Enza Zaden after Hygiene Refresher Course at Enza Zaden

► North Mara



SGA North Mara imeshiriki Mahusiano Cup final bonanza.

➤ Bugando Health Run

SGA Security was again one of the main sponsors of the Bugando Health Run that was held in Mwanza in November





GGM security officers underwent the Reserve Military (Mgambo) Training recently in Geita Region. During the pass out ceremony, SGA Management were invited and participated in the ceremony. Eric Salum, the GGM Contract Operations Manager, represented us.

➤ HubSpot Training



In a move to boost the utilization of HubSpot, the various branch operations teams were taken through the refresher training. Below are some of the pictures from different branches.



➤ Mwanza



Tulipata mwaliko wa kuhudhuria kikao cha Police Mkoa wa mwanza, Kilichoandaliwa na Mkuu wa Police/Msimamizi wa makampuni Binafsi ya Ulinzi Tanzania kutokea makao makuu Dodoma Afande ULRICH MATEI.

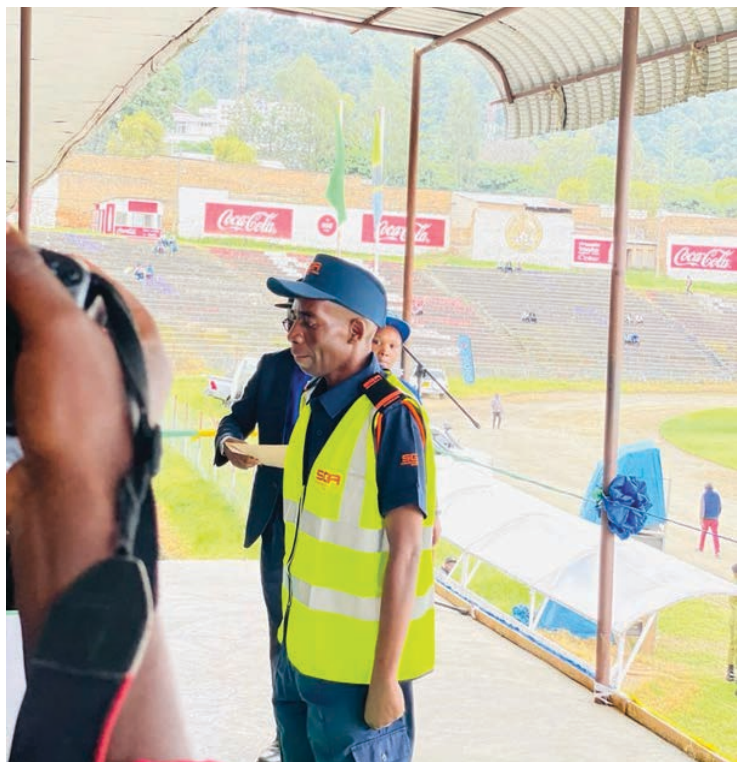
➔ Insp Fatuma & Insp Kyamba from Mirongo and Isamilo visited our Mwanza office for casual inspection. They were received by SGA'S Zonal Coordinator, Ms Rose Makoye.

➤ Obituary

Our team in Mbeya received information regarding the passing of ISL Guard with employment number ISMB 548 Jabir Pazi who was suffering from long sickness. The news was shared by his Son.

He was in list of most disciplined Security Guard, during Mei Mosi event he was awarded a present for Best performance since the beginning of the year. Thoughts and prayers to deceased family.

Below are pictures of him in Mei Mosi Event.



TANZANIA MISSION REPORT

ICoCA - International Code of Conduct Association

TANZANIA MISSION REPORT

31/10/2023

Exploring Responsible Security in Tanzania's Extractive Sector



Between 17-28 October 2023, three members of the ICoCA team travelled to Tanzania with a primary focus on engaging with various stakeholders in the extractive industry. The team had three main objectives: 1) documenting a security collaboration model for a best-case study, 2) engaging with clients of private security companies in the extractive sectors, and 3) studying the use of technology in private security, particularly in remote locations.

Exploring a Collaborative Security Model at Geita Gold Mine.

The ICoCA staff had the chance to visit the Geita Gold Mine in Tanzania, managed by AngloGold Ashanti. This was an opportunity to delve into a remarkable security collaboration model that involves community policing, local

law enforcement, in-house security, and private security services provided by SGA Security, an ICoCA Certified Member. This collaborative model not only safeguards the mine's operations but also enhances the well-being and prosperity of the surrounding communities. It's a great example of how businesses can positively impact the regions in which they operate.

During their 3-day visit to Geita, the ICoCA team actively engaged with numerous programme stakeholders, conducting in-depth interviews and documenting their findings with the goal of sharing them as a comprehensive case study.

“Unlocking Tanzania’s Future Mining Potential”



The ICoCA team then participated in the Tanzania Mining and Investment Forum 2023 in Dar Es Salaam. This event provided an excellent opportunity to connect with industry

experts, exchange valuable perspectives, and cultivate partnerships. As an official supporting partner of the event, ICoCA aimed to advocate for the adoption of ethical private security practices that protect the rights of local communities and uphold the principles of transparency and accountability.

The mining sector is notorious for its complex challenges, and ICoCA believes that a collec-

tive effort is necessary to address these challenges while ensuring the well-being of all involved parties. As Tanzania, rich in critical minerals, positions itself as a key player in the energy transition, ICoCA is bringing its expertise in promoting the highest standards of human rights, labour conditions, and security practices to the forefront of just transition discussions.

➤ Professional Ethics



Professional ethics are principles that govern the behaviour of a person or group in a business environment. Like values, professional ethics provide rules on how a person should act towards other people and institutions in such an environment.

Organizational misconduct is defined as behavior in or by an organization that a social-control agent judges to transgress a line separating right from wrong; such a line can separate legal, ethical, and socially responsible behavior from their antitheses.

Organizations should draw a line between acceptable and unacceptable behavior, and regularly evaluate their behavior with respect to its relationship to that line. In order not to cross the line, they should to put in place preventative measures to avoid misconduct occurring in the first place.

Strong internal audit procedures, a competent and empowered independent auditor, and an active, informed and engaged board of directors are the best safeguards against enacting organizational practices that might run a firm off the rails.

An organization's culture and values play an essential role too. If top leadership is able to articulate meaningful values that place customer over shortterm profit, for example, or a set of principles that emphasizes long-term success over quick and easy wins, those types of cultures are less likely to fall into organizational misconduct traps.

However, maintaining an ethical culture is not easy, and executives should not simply articulate those values and assume that will be enough; processes must be in place to ensure that they are meaningful and felt broadly within the organization. This can be achieved through adequate training and socialization of employees, as well as an evaluation system that rewards results employees that are consistent with the espoused values, and leaders who embody those values on a daily basis.

Your own values, interests and experiences are the filter through which you view any situation. You should be aware of those filters because they could influence your professional judgement. That's why it's important to be able to recognise your own personal ethical perspective when you exercise your professional ethics. You need to be able to know the difference between the two. As a professional accountant, you should strive to maintain objectivity by being mindful of the fact that your personal values are just that - personal and unique to you.

Professional ethics raise a number of theoretical and specialized questions that are not easily resolved. Among the theoretical issues is the extent to which the special norms and principles governing the professions override individual rights and other moral principles. Professional ethics is concerned with the obligations and responsibility that arise out of a particular kind of service performed for individuals or groups, and in that sense approximate obligations arising out of contractual agreements. In themselves the norms of professional ethics do not define the social or personal relationships of individuals towards one another.

Every code of professional ethics puts greater or lesser emphasis on the confidentiality that is intrinsic to every professional relationship. Counselors, accountants, clergy and other professionals are narrowly restricted in what they can discuss about their clients, and it goes without saying that they cannot reveal information that they have come to know through private conversation or examinations. The client's right to privacy must be safeguarded on the one hand, and the professional cannot use information for personal gain or

aggrandizement. The right to confidentiality, however, is not absolute. Laws in many states require that doctors report gunshot wounds, and teachers, counselors, nurses, and others report evidence of child abuse.

Need For Professional Ethics

Ethics means a code of conduct that directs an individual in dealing with others. Business Ethics is a form of the skill that examines ethical moralities and honesty or ethical problems that can arise in a business environment. It deals with matters regarding morals, principles, duties and corporate governance applicable to a company and its employees, customers, shareholders, media, suppliers, government and dealers. If you don't have integrity, you have nothing. You can't buy accountability. You can have all the money in the world, but if you are not a moral and ethical person, you really have nothing.

Ethics are also related to the core of management practices such as human resource management, accounting information, production, sales and marketing, intellectual property knowledge and skill, international business and economic systems. In the corporate world, the organization's culture sets standards for shaping the difference between good or bad, right or wrong and fair or unfair. This quote by Albert Einstein says it all: "Relativity applies to physics, not ethics." The point being that it is possible to make profits without having to negotiate on ethics. And over and above the factor of correctness associated with ethics, an ethical business and its proprietors only serve themselves, their clients and the whole enterprise much better in the final reckoning.

Management gurus often preach on the advantage an ethical company has over their competitors. "A business is successful to the extent that it provides a product or service that contributes to happiness in all of its forms" – these famous words by Mihaly are a fitting description of this reality.

Lately, ethical issues in business have become more complicated because of the international and diversified nature of many big corporations and because of the difficulty of economic, social, global, political, legal, and administrative regulations and peculiarities. Thus companies have to decide whether to stick to constant ethical principles or to bend according to domestic standards and culture. It can be aptly summed up in the words of John D. Rockefeller: "I believe that every right implies a responsibility; every opportunity an obligation; every possession a duty."

In every company, the managers should remember that leading by example is the first and very important step in nurturing a culture of ethical conduct. Hence, the best way to encourage ethical behavior is by setting a good personal example. Teaching an employee ethics is not always effective. One can explain and define ethics to an adult, but understanding ethics does not necessarily result in ethical behavior. John Mackey once quoted that "Business social responsibility should not be coerced; it is a voluntary decision that the entrepreneurial leadership of every company must make on its own."

Thus, ethics are important not only in business but in all the other parts of life because it is an important base on which a civilized and cultured society is built. A business or society without ethics and scruples is only headed

towards self-destruction.

A code of ethics identifies important core values of a company. The document makes available benchmarks for members or employees to use for self-assessment. In addition, a professional code of ethics can provide a suitable structure for professional performance and responsibilities. The presence of a code of ethics engenders more confidence on the part of individuals and the public outside of an organization.

A number of professional organisations define their ethical approach as a number of discrete components. Typically these include:

Honesty "Honesty is the best policy" is a famous statement. Honesty refers to a facet of moral character and connotes positive and virtuous attributes such as integrity, truthfulness and straightforwardness along with the absence of lying, cheating or theft. Honesty is revered in many cultures and religions.

Integrity Integrity is a concept of consistency of actions, values, methods, measures, principles, expectations, and outcomes. In ethics, integrity is regarded as the honesty and truthfulness or accuracy of one's actions. Integrity can be regarded as the opposite of hypocrisy, in that integrity regards internal consistency as a virtue, and suggests that parties holding apparently conflicting values should account for the discrepancy or alter their beliefs.

Transparency Transparency, as used in science, engineering, business, the humanities and in a social context more generally, implies openness, communication, and accountability. Transparency is operating in such a way that it is easy for others to see what actions are performed. For example, a cashier making change at a point of sale by

segregating a customer's large bills, counting up from the sale amount, and placing the change on the counter in such a way as to invite the customer to verify the amount of change demonstrates transparency

Accountability In ethics and governance, accountability is answerability, blameworthiness, liability, and the expectation of account-giving. As an aspect of governance, it has been central to discussions related to problems in the public sector, nonprofit and private (corporate) worlds. In leadership roles, accountability is the acknowledgment and assumption of responsibility for actions, products, decisions, and policies including the administration, governance, and implementation within the scope of the role or employment position and encompassing the obligation to report, explain and be answerable for resulting consequences.

• **Confidentiality** Confidentiality is a set of rules or a promise that limits access or places restrictions on certain types of information. Confidentiality is ensuring that information is accessible only to those authorized to have access.

Objectivity Law is a system of rules and guidelines which are enforced through social institutions to govern behavior. Laws are made by governments, specifically by their legislatures. The formation of laws themselves may be influenced by a constitution (written or unwritten) and the rights encoded therein. The law shapes politics, economics and society in countless ways and serves as a social mediator of relations between people.

Respectfulness Respect gives a positive feeling of esteem or deference for a person or other entity (such as a nation or a religion), and also specific actions and conduct representa

tive of that esteem. Respect can be a specific feeling of regard for the actual qualities of the one respected (e.g., "I have great respect for her judgment"). It can also be conduct in accord with a specific ethic of respect. Rude conduct is usually considered to indicate a lack of respect, disrespect, where as actions that honor somebody or something indicate respect. Specific ethics of respect are of fundamental importance to various cultures and therefore key to success in any organization is Respectfulness.

Obedience to the law Law is a system of rules and guidelines which are enforced through social institutions to govern behavior. Laws are made by governments, specifically by their legislatures and in organizations, by the Top Management.. The formation of laws themselves may be influenced by a constitution (written or unwritten) and the rights encoded therein. The law shapes politics, economics and society in countless ways and serves as a social mediator of relations between people. And the employees working in an organization are bound to obey the Laws & Regulations of that organization.

PROFESSIONAL



➤ 18 Reasons Why You Must Remain Silent



1. Be silent - in the heat of anger.
2. Be silent - when you don't have all the facts.
3. Be silent - when you haven't verified the story.
4. Be silent - if your words will offend a weaker Person.
5. Be silent - when it is time to listen.
6. Be silent - when you are tempted to make light of holy things.
7. Be silent - when you are tempted to joke about sin.
8. Be silent - if you would be ashamed of your word later.
9. Be silent - if your words would convey the wrong impression.
10. Be silent - if the issue is none of your business.
11. Be silent - when you are tempted to tell an outright lie.
12. Be silent - if your words will damage someone else's reputation.
13. Be silent - if your words will damage a friendship.
14. Be silent - when you are feeling critical.
15. Be silent - if you can't say it without screaming.
16. Be silent - if your words will be a poor reflection of your friends and family.
17. Be silent - if you may have to eat your words later.
18. Be silent - if you have already said it more than one time.

➤ **What 9 things should I do every day to become smarter?**

1. Brush your teeth with the opposite hand. Basically trying to be ambidextrous pushes your brain to work harder to do the same tasks. This challenges your mind to make different connections and prevents deteriorating with age. 2. Learn at least 5 new words in another language every day. Switching between languages takes a lot of concentration, focus, and self-control. Begin by this way will be a step in the right direction for you. 3. Turn nouns into verbs It's a great way to make you sound clever and memorable when you meet someone new. It makes what you say to-the-point and deep impressive. Intelligent people on this dating site seem to use verbs heavily to make themselves smart and elegant. 4. Lower your screen time to 30 mins a day. Excessive smartphone use is detrimental to cognitive performance. You can also delete unnecessary apps from your phone. 5. Try caffeinated drinks Caffeine stimulates your ability to concentrate, put you in a better mood, and can increase motivation. A cup of caffeinated tea or coffee could be the push you need to get your brain working at top speeds. 6. Carrying out tunes of music and matches certain pitches. 90% of children who received musical training over 20 days showed improved verbal intelligence. Some scientists thought that the brain could benefit just by listening to music. 7. Read the headlines of the e-newspaper daily. You don't need to read the newspaper from cover to cover. Reading the headlines will increase your world knowledge. 8. Play games like sudoku and scrabble. Your brain can produce quite a few chemical reactions, and positive stimuli like a crossword increase brain functioning. 9. Say things out loud. The simple act of hearing words aloud makes them more likely to stick with you - as does the process of repeating them.

➤ **The Cost Of Being A Leader**

As a leader, you are bound to encounter challenges and face criticism along the way. However, a truly effective leader is one who can use these obstacles as opportunities for growth and development. Just as stones may be thrown at you, a resilient leader will collect and utilize these stones of rejection, criticism, abuse, and accusations to build a stronger foundation for themselves. A skilled leader understands that adversity can serve as a catalyst for personal and professional growth. Rather than being discouraged or disheartened by negative experiences, they choose to view them as valuable learning opportunities. By embracing criticism and feedback, a leader can gain insights into their strengths and weaknesses, enabling them to make necessary improvements. Furthermore, a resilient leader recognizes that adversity is a part of life and leadership. They understand that they cannot control the actions or opinions

of others, but they can control their own reactions and responses. Instead of allowing themselves to be weighed down by negativity, they use it as fuel to drive their determination and resilience. By collecting the stones of rejection, criticism, abuse, and accusations, a leader can construct a solid foundation of self-awareness, self-improvement, and resilience. They learn to separate constructive feedback from baseless accusations, focusing on constructive criticism that can help them grow and develop. In essence, a good leader embraces the challenges and stones thrown their way, transforming them into stepping stones towards personal and professional growth. They use these experiences to build a stronger version of themselves, continuously evolving and adapting to become a better leader..

➤ **At the Top of My Game, I Received My Sacking Letter - Jimmy Gathu**

Jimmy Gathu was the best media personality when he received his sack letter. Life changed within a twinkle of an eye. He moved from being poached by employers to being jobless for very many years. In 2016, Classic 105's Morning Breakfast Show (Maina Kageni and Mwalimu King'ang'i) and Nation FM's State of the Nation that Jimmy Gathu hosted had the same ratings. Then one day, at 4:30 AM in the morning he kissed his kids goodbye and told his wife he was off to work. At 8:30 AM, he had no job. That morning while on-air, the wife who already heard the news called and asks him to check his WhatsApp before he could, he was asked to leave the radio on automation, there was an urgent meeting. At the meeting, the first sack letter was his, despite being the best in the game. When he went home the wife was crying. The most difficult part of a man's life is when you are not able to provide for your family, ladies may not know this, but this is the worst experience especially if your wife is not the understanding and supportive type. According to Gathu . . . He says in four months after the sack, his entire hair was white because of stress and lack of money plus The realization that he had no plan for his next move. He had to keep his head bald. His first lesson from the experience was; People like you for what you can give them not what they can give you. True friends are those who come when you need a hand to hold you. At the top of your game, you can still lose employment no matter how good you are, no matter how skilled you are. No employment is constant, don't be entitled to it . . . Lessons from Jimmy's unfortunate event.. 1. No employment is permanently yours... However good you are, you will leave employment through termination or summary dismissal.. 2. Always save for the future at all costs.. Nobody will teach you this..Have a saving that can pay your house rent and food for at least 6 Months as you look for another job opportunity. 3..Have a side hustle that will save you when things get hot.. Most Employees take this as a big joke. Just having a small business like a Saloon, small shop, will save you and keep you busy as you look for

something.. 4. Know who are your real friends...and real enemies when working!!!! Nobody will teach you this !!! It's your inborn ability.. 5. When working develop very strong networks that can be your support system. Systems that have links to job opportunities, business opportunities, training opportunities, etc 5. Help Good Friends when in a position as they will help you when you get stuck. Don't be alone ranger as the moment you loose employment, you get proper stress as your lone ranger graduates..

➤ 12 Behaviors of a Highly Confident Person !!!!!

1. They listen far more than they speak. 2. They are usually the last person to ask questions, but each question is incredibly insightful. 3. They are not affected by what others think of them or say about them. 4. They are not afraid to show empathy, kindness or patience. 5. They will always take responsibility for their mistakes and always give the credit to others for their successes. 6. They never berate, humiliate or take advantage of others. 7. They never lose their temper in front of others. 8. They are gracious in defeat and humble in victory. 9. They are not afraid to say they don't know, and then ask for help. 10. They are not intimidated by change or uncertainty, but welcome it. 11. They never try to appease others or blindly follow the crowd. They are independent and unique. 12. They do not fear failure but welcome any challenge and use each experience as an opportunity to learn.

➤ 7 Powerful Lessons on Emotional Intelligence !!!!

1. Know Yourself: The first step to mastering emotional intelligence is to understand yourself. This includes being aware of your emotions, how they affect your thoughts and behaviors, and how they are perceived by others. 2. Manage Yourself: Once you know yourself, you can begin to manage your emotions. This means being able to regulate your emotions so that they don't control you. It also means being able to stay calm under pressure and make sound decisions. 3. Motivate Yourself: Emotional intelligence is not just about managing negative emotions; it's also about motivating yourself to achieve your goals. This means being able to set goals, stay motivated, and persist in the face of setbacks. 4. Empathize with Others: Empathy is the ability to understand and share the feelings of others. It is a key component of emotional intelligence, as it allows you to build strong relationships and connect with people on a deeper level. 5. Build Relationships: Emotional intelligence is essential for building and maintaining strong relationships. This is because it allows you to communicate effectively, resolve conflicts, and build trust with others. 6. Adapt to Change: Change is an inevitable part of life. Emotional intelligence can help you adapt to change and cope with the challenges it brings. This is because it allows you to stay flexible, manage your emotions, and maintain perspective. 7. Influence Others: Emotional intelligence can help you influence others in a positive way. This is because it allows you to communicate effectively, build rapport, and persuade others to see your point of view.

➤ Six Leadership Principles to Learn from an Eagle.

1. Eagles fly Alone and at High Altitudes - They don't fly with sparrows, ravens, and other small birds. MEANING - Stay away from narrow-minded people, those that bring you down. Eagle flies with Eagles. Keep good company. 2. Eagles have an Accurate Vision - They have the ability to focus on something as far as 5km away. No matter the obstacles, the eagle will not move his focus from the prey until he grabs it. MEANING - Have a vision and remain focused no matter what the obstacles and you will succeed. 3. Eagles do not Eat Dead things - They Feed only on Fresh Prey. MEANING - Do not rely on your past success, keep looking for new frontiers to conquer. Leave your past where it belongs, in the past. 4. Eagles Love the Storm - When clouds gather, the eagle gets excited, the eagle uses the storm's wind to lift itself higher. Once it finds the wind of the storm, the eagle uses the raging storm to lift itself above the clouds. This gives the eagle an opportunity to glide and rest its wings. In the meantime, all the other birds hide in the branches and leaves of the tree. MEANING - Face your challenges head on knowing that these will make you emerge stronger and better than you were. We can use the storms of life to rise to greater heights. Achievers are not afraid to rise to greater heights. Achievers are not afraid of challenges, rather they relish them and use them profitably. 5. Eagles Prepare for Training - They remove the feathers and soft grass in the nest so that the young ones get uncomfortable in preparation for flying and eventually flies/ when it becomes unbearable to stay in the nest. MEANING - Leave your Comfort Zone, there is No Growth there. 6. When the Eagle Grows Old - His feathers becomes weak and cannot take him as fast and as high as it should. This makes him weak and could make him die. So he retires to a place far away in the mountains. While there, he plucks out the weak feather.

➤ Parenting!!!! Parenting!!!!

Don't leave this to someone, the Teachers etc do it yourself.. 1. Give your children age-appropriate domestic tasks, even if you have a thousand and one domestic servants at home. It is sheer ignorance to think that doing everything for your children is a mark of honour or a way of bequeathing royalty on them. 2. Teach them to be useful and make their impact felt positively wherever they are found – in the school, place of worship, in another person's home, etc. 3. Encourage your children to always leave a good impression wherever they go to; teach them to be courteous, respectful, friendly, cheerful and helpful. 4. Teach them good toilet manners – they must know how to keep the toilet neat for the next user, let them know that it is unacceptable to leave the bathroom floor and/or walls messed with soap, foam or any form dirt after bathing. 5. Teach your children the importance of taking good care of their body and

their environment; whether they are at home or elsewhere. Remind them that responsible people don't leave their rooms unkempt or their bed unmade when they get up in the morning; teach them to bath very well and smell fine always. It is unbearable to have a smelly young person around you; let them take care of their armpits, teeth, hair, nail, etc. 6. Teach your children to manage their used clothes and other personal belongings very well, whether in their home or elsewhere. It can be irritating to have dirty clothes or shoes, especially those of a visitor litter every corner of the house. 7. Let them pack their toiletries before leaving home. Your children should not depend on their hosts for their basic toiletries like soap, cream, tooth paste and other essentials. 8. Teach your children to dress well all the time, especially when they are spending time with another family. You probably allow your daughters to dress in bum shots and your sons to walk about with their chest bare in your home, but they may not be safe if they do so in another place. You may not know where a predator would lie in wait for a child. 9. Teach them good table manners; not the one recited in nursery schools rhymes. Teach them to chew with their mouth covered, not to make noise with the cutlery on their teeth, not to talk with their mouth full, etc. 10. Let your children know that washing only their own plates after eating is not a noble idea. 11. Remind your children that jumping into a conversation when adults are talking is a sign of being ill-mannered. Discourage this both in your home and elsewhere. 12. Help your children not to be social birds online and anti-social bugs offline. They should relate well with people around them, much more than they do with virtual folks they meet online. Please, discourage this idea of young people locking themselves in the room hours on end without communicating with anyone in the house – all because they are on phone. 13. Empower your children to uphold your family values wherever they are. But before then, make sure that your family values are credible, empowering, socially and morally beneficial. 14. Teach your children to control their appetite and learn to turn down certain offers, even when such offers come from people they know. And at home, it is not compulsory that they must taste everything they see someone eating. This will help them to take their eyes away from certain things when they are in other people's home. 15. Always remind your children that they are the window through which the world sees you. If your children's behavior outside is bad, the general consensus is that they lack home training. And since children are not meant to give themselves home training, it means that you failed as a parent. 16. Finally, make sure your children know God. Salvation is not hereditary; that you are godly or highly spiritual is not a guarantee that your children are saved. You must consciously and deliberately lead them to God Parents, let us try our best to make sure these children represent us well. I am sure you will feel good if you come to your children's school and people are pointing at you as the parent of the best behaved child in the school. Won't you? Make sure your hosts and the hosts of your children are always impressed to have you and/or your children around

➤ 21 Skills that will pay you forever

1. Ability to sell and negotiate.
2. Ability to convey what you think and feel.
3. Ability to break a process down into smaller steps.
4. Ability to shut up, listen and myself. learn from others.
5. Ability to adapt, improvise and overcome obstacles.
6. Ability to read, understand and memorize.
7. Ability to walk away.
8. Ability to manage time effectively.
9. Ability to stay positive and optimistic.
10. Ability to make decisions based on facts not based on emotions.
11. Ability to speak in front of large audience.
12. Ability to keep trying even after failure.
13. Ability to invest money in
14. Ability to do things irrespective of situation.
15. Ability to self-analyse.
16. Ability to learn how to learn.
17. Ability to understand what others feel.
18. Ability to remain consistent.
19. Ability to master your thoughts.
20. Ability to write words to persuade and influence others.
21. Ability to ask for help.

➤ Your Energy Drainers

1. Overthinking:

Overthinking can affect how you experience and engage with the world around you, preventing you from making important decisions, keeping you from enjoying the present moment and draining you of the energy you need to handle daily stressors.

2. Negativity:

If you are negative, you are not part of the solution, you are part of the problem. You are not only draining your energy, but also draining the energy of everyone around you. It is not productive, so try and focus on the positive.

3. Overly critical:

If you are over critical too often and don't allow space in your own audit of yourself and things for praise, celebration, and reassurance, then you may be on a path of negative self-talk and perhaps even depression. A 2018 study found that children of parents who were too critical of them face an increased risk of depression and anxiety in life, which can also impact other relationships they have in the future.

4. Worrying:

Worrying does not solve the problem. If something is out of your control, then it is out of your hands and there is no point in worrying about

it. If there is something you can do about it, then stop worrying and take action. Worrying is a waste of energy, focus on what you can control.

5. Complaining:

By complaining you are not only projecting negativity, but you are forcing the people around you to work in spite of it. No one wants to be around the person who complains about everything. Do not be a part of the problem, be a part of the solution, because people do not want to hear it. Do something productive instead.

6. Comparing:

Comparison is the thief of joy, so try to follow social media accounts that are aligned with what is important to you and foster positivity and motivation. It's easy to feel inadequate and get a false sense of yourself when you are constantly comparing yourself to others. Remember that no one's life is perfect and

what people show on social media or outside is often a façade.

7. Gossiping And Participating in Drama:

Discussing and creating drama does nothing to advance or build better relationships with your colleagues and friends. It is wasting energy on something that likely has nothing to do with you and is not any of your business. Don't spend energy discussing other people or trying to make their life more difficult by causing drama. Put that energy into your own self-care and self-improvement.

8. Unhealthy Relationships:

In addition to not complaining, not gossiping and not causing drama, you should not surround yourself with people who do those things. They are toxic, and chances are, if they are talking about people behind their back, they are talking about you too. Surround yourself with people who are positive, and who dedicate their energy to their own excellence and lifting those around them

► Jali Sehemu za Mwili Wako:*

1. ***TUMBO*** hujeruhiwa wakati huna kifungua kinywa asubuhi.

2. ***FIGO*** hujeruhiwa wakati hunywi hata glasi 10 za maji ndani ya masaa 24.

3. ***KITUNZA NYONGO*** hujeruhiwa wakati ambao hulali hadi saa 11 na hauamki mapema.

4. ***UTUMBO MDOGO*** hujeruhiwa unapokula chakula baridi na kichakavu.

5. ***UTUMBO MKUBWA*** hujeruhiwa unapokula vyakula vya kukaanga na vikali zaidi.

6. ***MAPAFU*** hujeruhiwa unapovuta moshi wa sigara na kukaa katika mazingira machafu ya sigara.

7. ***INI*** hujeruhiwa unapokula vyakula vya kukaanga, vyenye kemikali (vikali).

8. ***MOYO*** hujeruhiwa unapokula mlo wako kwa chumvi na kolesteroli nyingi zaidi(mafuta ambayo siyo mazuri yanayoganda).

9. ***KONGOSHO*** huumia unapokula vitu vitamu kwa sababu ni vitamu kwenye kongo-sho pia hupatikana sukari.

10. ***Macho*** hujeruhiwa unapofanya kazi kwenye mwanga wa simu ya mkononi na skrini ya kompyuta gizani.

11. ***Ubongo*** unaumia unapoanza kuwaza mawazo hasi.

Sehemu hizi zote hazipatikani Sokoni.

➤ Malengo, umakini vitakusaidia kujenga uzoefu kwenye ajira

Watu wengi wana kariri kitu kimoja kwa muda mrefu ndiyo kunakupa uzoefu na kuwa bora Zaidi

Na hata matangazo ya kazi huwa yanasisitiza kwenye hilo la uzoefu. Kadhalika watu wamekua wanajisifia kwamba wana uzoefu mkubwa kwa sababau wamefanya kitu kwa mda mrefu, wengi utawasikia wakisema nina uzoefu wa miaka kumi kwenye kazi hii

Lakini unapochimba kwa ndani unagudia hawana uzoefu wa miaka kumi, bali wana uzoefu wa mwaka mmoja amabao unajirudia mara kumi.

Utafiti ambao umefanywa kwa wauguzi unonesha wengi walifanya kazi kwa muda mrefu, uzoefu wao unakuwa mbaya kuliko wale ambao wametoka shuleni ndani ya miaka miwili.

Kuna aina tatu za ufanyaji wa kazi ambapo inachangia kwenye uzoefu ambapo mtu atautengeneza

Aina ya kwanza ni kufanya kwa kawaida na mazoea hapa mtu anafanya kazi jinsi alivyozoea kufanya na hakuna kipya anachojaribu . Hii ndiyo inazalisha watu wanaokuwa na uzoefu mkubwa kwenye kile wanachofanya na kuwa bora Zaidi kadiri muda unavyokwenda.

Njia ya pili ni kufanya kazi kwa malengo, hapa, hapa mtu unakuwa na malengoya kufanya kazi na anajisukuma kufanya kwa ubora na kujaribu vitu vipya.

Hii ndiyo inazalisha watu wanaokuwa na uzoefu mkubwa kwenye kile wanachofanya na kuwa bora Zaidi kadiri muda unavuokwenda.

Njia ya tatu ni kufanya kwa maksudi, hapa unakuwa na malengo, lakini pia unakuwa na mtu wa kukusimamaia , amabe ana uelelewa mkubwa wa kazi ubayofanya .

Faida ya kufanya kwa maksudi ni kuepuka kufika ukomo amabo wengi wanafikia wanapojiwekea malengo . Pale unapokuwa na mtu anayekusimamia, atakusukuma Zaidi ya unavyo unavyoweza kujisikuma Zaidi

Leo tutazungumzia jinsi unavyo kutumia njia ya pili kufanya kwa malengo kujijengeauzoefu na kuweza kufanikiwa kupitia kazi unayo

Ili kuweza kufanya kitu kwa malengo na kujingea uzoefu mkubwa na kufanikiwa kuna mambo muhimu unayopaswa kuyazingatia.

Malengo

hatua ya kwanza na muhimu ni kufanya kazi kwa malengo ya muda mfupi na mda mrefu kwenye kile unachofanya .

Malengo yanakufanya ujisukume Zaidi na upige hatua Zaidi kuliko kama umepiga hatua au umebaki pale pale . bila ya malengo unaweza kujiona upo vizuri kumbe hakuna hatua unayopiga.

Umakini

Ili kujijengea uzoefu mkubwa na kuweza kupiga hatua unapaswa kuweka kupiga hatua, unapaswa kuweka umakini wako kwenye kile unachofanya .

Kwanza jua kwa nini unafanya kila unayochukua ju kwa umakini mkubwa sana.

Kuwa na tabia ya kutoa mrejesho kwani ni muhimu kwa wewe kwenye kazi unayofanya. bila ya kuwa na mrejesho hatuwezi kujua kama unapiga hatua au ukatoka kwa wengine . unapokuwa na malengo unayoifanyia kazi , kadri unavyotelekeza mipango hiyo ni marekebisho kwako kwamba unapiga hatua.



NATIONAL TREE GROWING DAY

KBC NEWS

Private Security Regulatory Authority staff and private security guards from SGA Security participate in the National Tree Growing Day at Bomas of Kenya where 1,000 trees were planted.

www.kbc.co.ke [kbcchannell](#)

13TH NOVEMBER 2023

5 Characteristics of High-Trust Teams

- 1** | TEAM MEMBERS FEEL VALUED & HEARD
- 2** | CLEAR GOALS & ROLES
- 3** | HEALTHY ACCOUNTABILITY
- 4** | ADDRESS BAD BEHAVIORS OF HIGH-PERFORMERS
- 5** | INVEST IN RELATIONSHIP BUILDING

Tony Gambill



10 TIPS FOR SMART COMMUNICATIONS WITH UPPER MANAGEMENT



LISTEN AND ADAPT

The best communicators know how to read their environments well and how to adapt. They can change their messaging on a dime, when necessary.

01

COMMUNICATE WITH CLARITY

Search for clarity. Find the concise, clear message and use it.

02

UNDERSTAND YOUR BOSS' STYLE

Become a student of human behavior. Figure out how you can adapt your interactions by asking your senior managers what works for them.

03

IT'S NOT ABOUT YOU

Your job is to serve your senior managers and make them look good. You're working for the good of your brand/company in the form of your senior leaders.

04

BE CALM AND KEEP YOUR EMOTIONS IN CHECK

The more calm and rational you seem, the better off you'll be. Be firm, accommodating and effective.

05

BE THE FIRST TO DELIVER BAD NEWS

When a problem arises, get to senior leaders first with information and a recommended solution. Don't let them hear about bad news from social media.

06

SET THE GROUND RULES FOR MAKING DECISIONS

Identify the decisions you can make on your own vs. what you need to consult your boss on. Don't be afraid to push the boundaries.

07

OBSERVE AND LEARN

Learn from how others on your team deal with senior management, and apply those lessons to your style. Occasionally, learn what *not to do*.

08

KNOW WHEN (AND HOW) TO SAY "NO."

Find out how your boss prefers to be disagreed with. To help your senior leaders move forward, you've got to know how to push back.

09

UNDERSTAND THE BIG PICTURE

Your boss has to. Everyone has someone to answer to. Anticipate objections and show that you understand the other issues at play.

10

Source: Brian Greene
www.pnewsonline.com

➤ Health Corner

How can I tell if I have a swollen prostate?

There are a number of symptoms that can indicate a swollen prostate. These include:

- Difficulty starting to urinate
- Straining to urinate
- Weak urine stream
- "Stop-start" urination
- Needing to urinate urgently and/or frequently
- Needing to get up frequently in the night to urinate
- Accidentally leaking urine (urinary incontinence)

If you are experiencing any of these symptoms, it is important to see a doctor to get a diagnosis and treatment.

A doctor can diagnose a swollen prostate by performing a physical exam and asking you about your symptoms. They may also order some tests, such as a urinalysis or blood test.

If you are diagnosed with a swollen prostate, there are a number of treatment options available. These options include:

Medication: There are a number of medications that can help to shrink the prostate gland and relieve symptoms.

Surgery: In some cases, surgery may be necessary to remove part of the prostate gland.

Other treatments: There are a number of other treatments that may be helpful for a swollen prostate, such as lifestyle changes and alternative therapies.

The best treatment for you will depend on the severity of your symptoms and your overall health. Talk to your doctor about the best treatment options for you.

Here are some tips to help manage your symptoms of a swollen prostate:

Avoid caffeine and alcohol, as these can irritate the bladder and make symptoms worse.

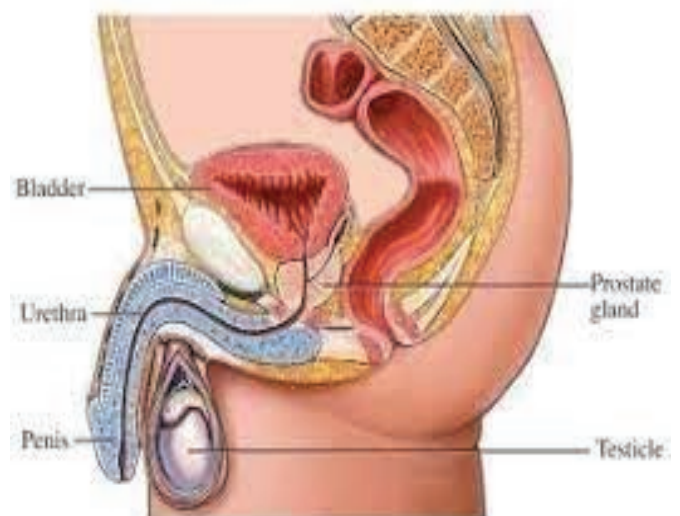
Drink plenty of fluids, but try to avoid drinking too much before bed.

Urinate frequently, even if you don't feel the need to go.

Empty your bladder completely when you urinate.

Take warm baths or sit in a warm bath to help relax the muscles in the prostate and bladder.

If you have any concerns about your prostate health, talk to your doctor. They can help you develop a plan to manage your symptoms and reduce your risk of prostate problems.



➤ What foods are bad for the liver?

The liver is one of the most important organs in the body, responsible for processing nutrients, filtering toxins, and producing bile. Eating a healthy diet is essential for maintaining good liver health, as certain foods can cause damage to the liver over time. In this article, we will discuss some of the foods that are bad for the liver.

1. Alcohol:

Alcohol is one of the most damaging substances for the liver. Excessive alcohol consumption can lead to inflammation and scarring of the liver, known as cirrhosis. It is recommended that men should not consume more than two drinks per day, and women should not consume more than one drink per day.

2. Fried foods:

Fried foods, especially those that are deep-fried, contain high levels of saturated and trans fats, which can cause inflammation in the liver. These foods can also lead to weight gain, which can put additional stress on the liver.

3. Processed foods:

Processed foods, such as chips, cookies, and candy, are high in sugar, salt, and unhealthy fats. These foods can cause inflammation in the liver and contribute to the development of non-alcoholic fatty liver disease, a condition in which excess fat accumulates in the liver.

4. Red meat:

Red meat, such as beef and pork, is high in saturated fat and cholesterol, which can contribute to the development of liver disease. It is recommended to limit consumption of red

meat and opt for lean protein sources, such as chicken and fish.

5. Sugary drinks:

Sugary drinks, such as soda and sweetened tea and coffee, are high in sugar and can contribute to the development of fatty liver disease. It is recommended to limit consumption of sugary drinks and opt for water, unsweetened tea and coffee, and low-fat milk.

6. Salt:

Consuming too much salt can lead to high blood pressure, which can cause damage to the liver over time. It is recommended to limit salt intake and opt for fresh, whole foods instead of processed foods, which are often high in salt.

7. Artificial sweeteners:

Artificial sweeteners, such as aspartame and sucralose, are often found in diet sodas and other low-calorie foods. These sweeteners can cause inflammation in the liver and contribute to the development of fatty liver disease.

8. High-fructose corn syrup:

High-fructose corn syrup is a common sweetener used in processed foods and drinks. It has been linked to the development of fatty liver disease and insulin resistance. It is recommended to limit consumption of foods and drinks that contain high-fructose corn syrup.

www.SGAsecurity.com

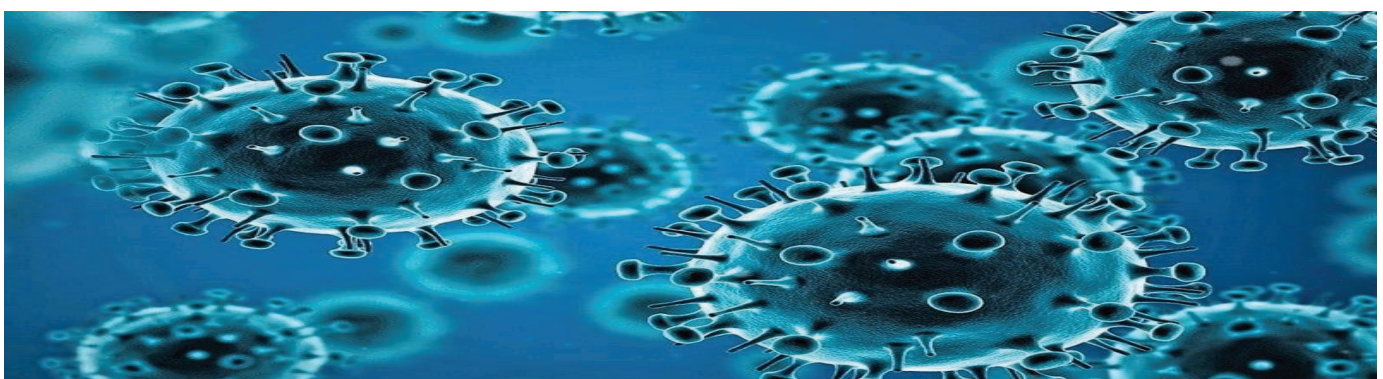
➤ Covid-19's Alert from the Ministry of Health

Wizara ya afya imetoa taarifa kwa umma kuhusu kuongezekeka kwa magonjwa ya mfumo wa hewa.

Mambo 7 muhimu.

1. Tangu mwezi wa 11 mwaka huu kumekua na ongezeko la magonjwa ya mfumo wa hewa nchini hususani Dar es salaam.
2. Virusi vinavyohisiwa kuwepo ni virusi vya UVIKO-19, Virusi vya ifluenza lakini pia vimelea vingine.
3. Ugonjwa wa UVIKO-19 upo, na umeendelea kuwepo sema kwa kiwango cha chini, ila takwimu zinaonesha ongezeko la visa vya UVIKO-19 kutoka visa 37 October mpaka visa 65 mwezi huu Disemba (na bado haujaisha)
4. Kuna ongezeko la visa vya mafua yanayotokana na ifluenza kutoka visa 34 Novemba hadi visa 49 Disemba 2023
5. Virusi vya ifluenza vilivyobainika nchini havina madhara
6. Ukipata dalili kama mafua, kikohozi, kuwashwa koo, kupumua kwa shida, homa na kuumwa kichwa wahi kituo cha huduma za afya
7. Wizara inatoa rai kwa wananchi:
 - a. Kutoshikana mikono ikiwa sio lazima
 - b. Kunawa mikono kwa maji tiririka na sabuni
 - c. Kuzingatia usafi binafsi na mazingira
 - d. Kufunika pua na mdomo wakati wa kupiga chafya au kukohoa na ikihitajika vaa bara koa.
 - e. kama hujachanja, nenda kachanje.

Binafsi nimepokea taarifa na jumbe kutoka sehemu mbalimbali nchini zikithibitisha hili hivyo chukueni taadhari.



➤ Four Zones to leave as we Plan to Move Ahead

Will you shock and surprise yourself by leaving these four zones?

1. COMFORT ZONE. You must take calculated risks if you want to achieve any meaningful goals. Stop folding hands and wasting time. Go out and get busy

2. BLAME ZONE. Blaming the government, your parents, ancestors, friends and other family members for not helping you is a waste of time. Work hard and take full responsibility of your failures and non achievements.

3. PITY ZONE. Stop being dramatic by using emotional tactics to fence off your inability to succeed. OK, you are unemployed for 5 years after graduation and you think the whole world is unfair to you? There is no fair world. Create and innovate with your skills and vow never to depend on anyone again. Employ yourself

4. HOSTAGE ZONE. Never allow others to treat you as a doormat in your relationships. Stop the hostage situation whereby you are forced to be unloved in return when you are sacrificing so much but receiving nothing. Draw the lines for a reciprocal rewarding relationship or quit.

Make the December month your month of self regulation, self realization and self discovery.



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