

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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Ekaterra News



Southern Highlands



To welcome the Senior Assistant Commissioner of Police. CO Traffic(T)





Colleagues,

The second half of the year started in earnest. The highlight of this was the engagement with one of the largest mines, with three separate mines in Lake Region, which saw us deploy over 500 security officers. This addition is slowly taking us to the numbers we had before the retrenchment earlier in the year as a result of the sudden minimum wage increase. I commend the team that undertook mobilisation, vetting, training and deployment that was achieved in a record time. The changeover remarkably went well.

The month also saw us celebrate the Founders' Day. As you are aware, we lost EVT on the 13th of July 2016 and the local Chairman, Mzee Philemon Mgaya on 14th of July 2020. We always take time to mark commemoration of their lives within that week. The functions were held across the branches. In the HQ, this coincided with the send-off function for the staff retiring after attaining the mandatory age of retirement and also the Club 20 gala event that saw new members clocking 20 years of service to this great company inducted to the Club 20. We were privileged to have the Regional Police Commander – Kinondoni – ACP Mtatiro Kitinkwi. We also received senior officers in all our branches to celebrate with us.

We have continued to offer our support to deserving institutions as part of our CSR activities. We recently supported the Rotary Club in their clinics in Gongo la Mboto plus marathon in Dar and in Dodoma.

We shall continue to steer the ship as per the plan. I count on all of us to play our parts.

Yours Team Leader,

Yours Team Leader,

Eric Sambu



Dear Colleagues,

Today we commemorate SGA's founder, EVT, who passed away 7 years ago.

We all appreciate his legacy and are grateful to be part of the SGA family. Let's pray or meditate for a moment in silence to keep all good memories alive and wishing his family a good remembrance day.



APPRECIATING OUR FOUNDER

Mr. Edmond Van Tongeren (EVT)

"Forever grateful: Remembering the visionary founder who built SGA Security from hopes and dreams." Today, on the 7th Anniversary of his passing, we honour the indomitable spirit and unwavering dedication of the company's founder Mr. Edmond Van Tongeren (EVT).

His memory lives on at the very core of SGA Security, forever shaping the legacy of our thriving company. With heartfelt appreciation, we celebrate the brilliance, passion, and dedication of the leader who laid the very foundation upon which we stand today.

It is through his relentless pursuit of excellence that we find ourselves not only reaping the rewards of a successful business with the highest standards in security but inspiring the over 19,000 employees across Kenya, Uganda, and Tanzania: moreover, impacting over 100,000 livelihoods.

His spirit is etched into our culture, influencing decisions we make and moving us forward 54 years down the line.

Forever grateful for the path you paved.

Best regards
Jules Delahaije
Group Chairman and CEO



Group photo with the Barrick Bulyanhulu Gold mine Security team, HRM, SGA Contract Manager and I. The site has a complement of 163 security personnel and take over was seamless



After a rigorous one month exercise of onboarding a guard force of slightly more than 500 security personnel. We visited Geita Gold Mine where this journey started 5 years ago in 2018 and here Mr. Kaale is addressing the team during a timaaam parade. – Joakim Sabana

▶ Training



Dear Sir,

On 28th July 2023 at JICA Offices, ABSA HOUSE, we have managed to administer the second session of Drivers training involving three drivers and two trainers. It has been quite a success so far.

The training is conducted by:

1. ASP Notiker Kilewa the DTO - Kinondoni District.
(Oyster Bay Police) [+255 713 44 03 74]
2. ASP Frank Mihayo from Polisi Officers College
[+255 754 41 35 89]

By Willy Kyomo

▶ Ekaterra News

SGA security team in Ekaterra together with Ekaterra security and Ekaterra Senior Security Manager for East Africa and Africa



Proud of SGA field supervisor being rewarded a certificate of appreciation for the good performance with Ekaterra senior security team, Ekaterra Country Security Manager, Ekaterra Africa plantation Manager & Ekaterra Global security Manager...well done.

Southern Highlands



Richard Moshi, the Coordinator of Southern Highlands made a visit to the Ruvuma Region and met SGA team in Songea.



When something bad happens
you have three choices.
You can either let it define you,
let it destroy you,
or you can let it strengthen you.

Yara Kilimo Expo Sponsorship

Our team in Mbeya did a fantastic job in supporting our customer – Yara Tanzania Ltd – during the Yara Kilimo Expo that ran for a week, prior to the Nane Nane event.





Kiongozi wa gari la dharura wa kampuni ya ulinzi ya SGA, Atitora Ayubu akielezea kuhusu huduma mbalimbali zinazotelewa na kampuni hiyo kwa wakulima waliotembelea banda hilo wakati wa maonyesho ya kilimo ya Yara yanayofanyika kwenye viwanja vya Nanenane jijini Mbeya. Picha na Ericky Boniphace.



Yara Tanzania MD, Mr Winstone Odhiambo (center) follows presentation by exhibitor. Behind him is the SGA Security officer in charge of the event.

The below was an email from Yara in appreciation of SGA Security team support. This was in addition to the Certificate of Appreciation issued to our team on the ground through the Chief Guest.

Dear SGA Team,

On behalf of Yara Tanzania Limited, Management, Marketing Department and HESQ, in its entirety as a Team; I would like to take this opportunity to say thank you for SGA's participation during Yara Kilimo Expo 2023 in Mbeya.

Frankly speaking, for those of us who were in Mbeya, we witnessed one of the best quality services in terms of Security!

SGA's professionalism, blending into our core event was pivotal to our theme, with impressive good coordination on the ground.

I would like to appreciate Leadership of Mr. Richard Moshi – SGA Operations Manager for Mbeya Region for his relentless support.

The entire team deployed during Day and Night Shift ensured there was no theft, no commossions, no accidents for the entire week!

Lastly, special thank you to SGA Managing Director, Mr. Eric Sambu, for accepting and support which contributed to our event success.

I do look forward to continued support and working together through mutual business colaborations and objectives as per Yara's vision.

Ahsanteni Sana na Mbarikiwe.

Kind Regards

Egon Mwaluko

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Knowledge grows

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▶ Northern Zone

The Moshi Team, led by Absalom made good strides in deployment and engagement with customers.



Machare Estate, Jairo, SGA guards with Blue Mountain Coffee Farms management Client was happy to see security officers from both sides joined together discussing their issues for getting good performance.

A culture is strong when
people work
with each other,
for each other.

A culture is weak when
people work
against each other,
for themselves.

@simonsinek



► Micromanagement is a leadership liability.

It shows that a leader doesn't trust their teams, only believes in themselves, and isn't focused on the development of the people around them.

It comes off as uncooperative, and in some cases, ARROGANT.

This is why I agree with Jason Kaplan and what he says in this great graphic. Leaders today should be focused on EMPOWERMENT over micromanagement.

When a leader changes from micromanagement to empowerment, three key shifts take place.

Instead of watching over their every move, leaders guide their teams along an action plan, only there to remind them that the answer LIES WITHIN THEMSELVES.

Instead of setting crazy boundaries, leaders allow their teams to explore new options, try new things, and get more CREATIVE with their PROBLEM-SOLVING.

Instead of forcing teams to push information up so managers can make all the decisions, leaders manage up, giving their teams the chance to develop their own skill set and work towards their career goals.

So what does this mean for organizations and the people in them?

Instead of feeling trapped behind their leader, people can be free to try out new ideas and fail forward.

Communication and collaboration become quicker and clearer due to psychological safety.

And increases in productivity lead to better performance outcomes and a higher ROI for the company's bottom line.

It is a win-win when leaders take the shift from micromanagement to empowerment.

So my question for you is: when have you felt empowered by your leader? What did it lead to?

If this post made you pause, consider following me, Lisa Martin, or send me a DM with your questions about Coach-Like Leadership.



▶ 25 Brutal truths all men must accept now

1. YOU ARE RESPONSIBLE FOR YOUR LIFE. You are the primary driver of your life and the main creator of your failures and successes. You can only succeed if you take 100% responsibility for your life. Bad things may happen to you from the actions of others, but you are still 100% responsible for how you react to what happens to you.

2. YOU GET WHAT YOU DESERVE, not what you want or what you desire. Life may not be fair, but rewards only come from what you do, not whether you are a good person or what your desires or intentions are. Being a good person does not create good. The right actions bring the right results. If you want it, earn it. Damn it.

3. THE WORLD DOES NOT OWE YOU UNDERSTANDING. If you want your story to be heard, go see a therapist. Feeling sorry for yourself will get you nothing. If you commit a crime, you will be jailed. If you are weak in your relationships, you will be tyrannized. Nobody cares.

4. NOBODY IS COMING TO SAVE YOU. Politicians will not save you. Your relatives will not save you. Get up and start shaping your life today. The best way to predict the future is by your actions today. Its all up to you. Not your pastor, your landlord, the president or your boss. You.

5. THERE WILL ALWAYS BE SOMEONE BETTER THAN YOU, however

hard you try,. Comparison is the killer of joy. Your competition should be the man in the mirror. Get better each day. Aim for progress, not perfection. Always strive to create a better version of yourself each day.

6. GOOD THINGS TAKE TIME. If you continue putting in the work, you will eventually be rewarded. There is no overnight success. There are no shortcuts, and there is no magic pill or life hack except consistent hard work and strategic actions. Do not fall for prayer miracles, wash-wash, tenderpreneurs and so on. Those are weak ass strategies, and you will be chewed and spat out.

7. THE RIGHT TIME WILL NEVER COME. Delaying your project and waiting for the right opportunity is a mistake. Do not fail to act because of paralysis by analysis. Perfection is the enemy of the good. Just start. Apply for that job. Start that business and build it from the ground up. If you want to go up a tree, you climb it from the bottom.

8. TIME IS THE MOST VALUABLE ASSET. Don't waste it. You cannot get back lost time. Everything else, you can get, be it money, relationships, and whatnot. But time, once lost, is gone forever. Do not waste time. Guard your attention tenaciously and do not feed your mind garbage. You become what you spend the most time doing.

9. YOU CAN'T KEEP A WOMAN. She is not yours. She just chooses to be

with you. Be the man that she chooses to be with, not the man that wants to be with her. Mind your own business. Nothing in this world belongs to a man.

10. YOU ARE WHO YOU SURROUND YOURSELF WITH. Everyone you spend time with will influence you. The human condition makes us want to be agreeable, so; eventually, we are influenced by the people we spend our time with. If you're surrounded by adoring bums who cloyingly call you kiongos and who haven't figured out life, you will soon be like them. Spend time with people who make you feel challenged. If your five friends are all millionaires, you will soon be the sixth millionaire.

11. YOU WILL BE JUDGED BY YOUR ACTIONS, not by your words. If you are a broke man with big plans, you will be judged by how broke you are. Your plans are a joke to everyone who sees you taking no action.

12. YOUR VALUE IS BASED ON YOUR UTILITY TO THE PEOPLE AROUND YOU. Nobody other than your mother can love you for who you are. You must make yourself valuable to the people around you. The World Only Cares About What It Can Get from You. Solve problems and help people. That is how a man is judged. Nobody cares about what you are on the inside except you. What You Produce Does Not Have to Make Money, But It Does Have to

Benefit People.

13. FAILURE IS INEVITABLE. You might as well embrace it. As Tom Peters says, fail quickly, succeed sooner. No risk, no reward. The important thing is to learn from them and get past them.

14. IF YOU ARE NOT GROWING, YOU ARE DYING. You have to improve constantly. Keep developing new skills. Take classes, read, and challenge yourself. Adapt. If you continue to learn, you remain relevant.

15. ALL WOMEN ARE CAPABLE OF LYING. Women are not self-sufficient angels. They have needs. They need attention and have physical needs. Like all creatures, they can figure out how to get what they need. Be self-aware and note your shortcomings.

16. PEOPLE WILL NOT TREAT YOU NICELY BY DEFAULT. People are gonna treat you how you treat yourself and by the boundaries you set. If you are weak and nice, you will be chewed and spat out. If you are a pansy ass and let things pass, you will be disrespected. If you treat yourself like crap, you will be treated like crap. Put yourself first, and people will also respect you.

17. IF YOU DON'T ACT, YOU DON'T GET. Money comes from work done. If you're doing nothing productive, you will be broke. Plain and simple. Talk is cheap and nobody cares about what you have to say. What You Are Inside Only Matters Because of What It Makes You Do. Nobody cares about your plans and

your noble ideas. Only action brings change. What have you done lately?

18. YOUR LOOKS MATTER. You will be judged on your looks. If you don't clean up well, dress like crap, and groom poorly, you will attract crappy treatment and be perceived poorly. If you have a potbelly and can't see your johnson when you stand in the shower, that lowers your attraction. Believe it or not.

19. BE THE CHANGE YOU'D LIKE TO SEE. If you do nothing, you get the same poor results. The world will not change to meet your needs. If you want things to change, you have to change yourself. The world will not change for you. Your inner garment shapes your outer garment.

20. WOMEN WILL DO WHAT THEY WANT. Not what you want or what you think they should do, so do not get hung up about what they are doing. Focus on what you are doing. Mind your own business, vet women properly, and build your frame. Women love value and men value love. Be a valuable man, and they will align. Don't chase women: become the man that women will pursue.

21. NOBODY WILL GUIDE YOU. If you make poor decisions, you will meet consequence without fail. If you choose the wrong woman, settle for a crappy career, and start taking drugs, you will reap the results. You must remember to always be your own mental point of origin because nobody is to blame for your choices. Fortify yourself as a problem solver capable of reflection

and figuring things out, or you will be taken advantage of. Your pastor, neighbors, relatives, and friends are flawed beings with their own problems and agendas. Only you are responsible for steering your own ship.

22. A MAN IS AS FAITHFUL AS THE OPTIONS HE HAS. Many beta males are faithful men because they suck, and no women want them. Don't be smug and judge the alphas who have many options. Necessity cannot be a virtue.

23. THE BURDEN OF PERFORMANCE falls squarely on you. Pressure was made for shoulders, not hips. Strive to maximize your potential and become a high-value man. That's your responsibility in life and your duty to yourself. You were born with no value, and if you do not make yourself valuable, you will not be loved or respected in society.

24. YOU'RE NOT SPECIAL. Many men date and marry damaged women, thinking that they can love them back to healing. Many men settle and drop the burden of performance, thinking that hypergamy can spare them. Many men neglect their health thinking they are invincible. Many men engage in dangerous activities thinking they are bulletproof. Son, you're not. Prioritize your health. Stay away from damaged women. You are not Jesus. Let them save themselves. Stay away from negative friends and toxic relatives. Put yourself first and avoid rescue missions. Some people will drag you down with them into oblivion.

25. Get UNPLUGGED from the comforting lies and embrace the cold hard truths or remain a mediocre man. Weak, indecisive, and surrounded by scarcity. Become a fortified, full-stack man who knows what time it is.

7 Rules of life

1. Smile:

A simple smile holds incredible power. Smiling not only brightens your day but also has a profound impact on those around you. It is a universal language that transcends barriers and spreads positivity. When you wear a smile, you invite happiness into your life and create a welcoming atmosphere for others. Smiling is contagious, and by radiating joy, you can uplift the spirits of those who cross your path. Remember that even in challenging times, a smile can be a beacon of hope and a reminder that things will eventually work out.

2. Be Kind:

Kindness is a virtue that costs nothing but has immeasurable value. By practicing kindness, you have the ability to make a significant impact on the lives of others. A simple act of kindness, whether it's offering a helping hand, lending a listening ear, or expressing words of encouragement, can brighten someone's day and restore their faith in humanity. Kindness creates a ripple effect, spreading positivity and fostering meaningful connections. Remember, by being kind to others, you cultivate a sense of empathy and compassion within yourself.

3. Don't Give Up:

Life is full of obstacles and setbacks. It's crucial to adopt a resilient attitude and maintain unwavering determination in the face of challenges. Don't let failure discourage you; instead, view it as an opportunity to learn and grow. Embrace the mindset that setbacks are stepping stones to success. If one approach doesn't yield the desired outcome, adapt, improvise, and try another route. Keep moving forward with perseverance, knowing that success often requires multiple attempts. Remember, every setback is an opportunity for personal and professional growth.

4. Don't Compare:

In the age of social media, it's easy to fall into the trap of comparison. However, comparing yourself to others only breeds discontentment and diminishes your self-worth. Understand that each person's journey is unique, and everyone progresses at their own pace. Instead of comparing yourself to others, focus on your own progress and growth. Celebrate your achievements and set realistic goals that align with your values and aspirations. Remember, comparison steals your joy and prevents you from fully embracing your individuality.

5. Avoid Negativity:

Negativity can be toxic and drain your energy. It's essential to cultivate a positive mindset and surround yourself with uplifting influences. Be mindful of your thoughts and replace negative self-talk with affirmations and gratitude. Choose your company wisely and gravitate towards individuals who inspire, support, and encourage you. Avoid engaging in gossip or dwelling on negativity. By consciously eliminating negative influences, you create space for personal growth and attract positivity into your life.

6. Make Peace with Your Past:

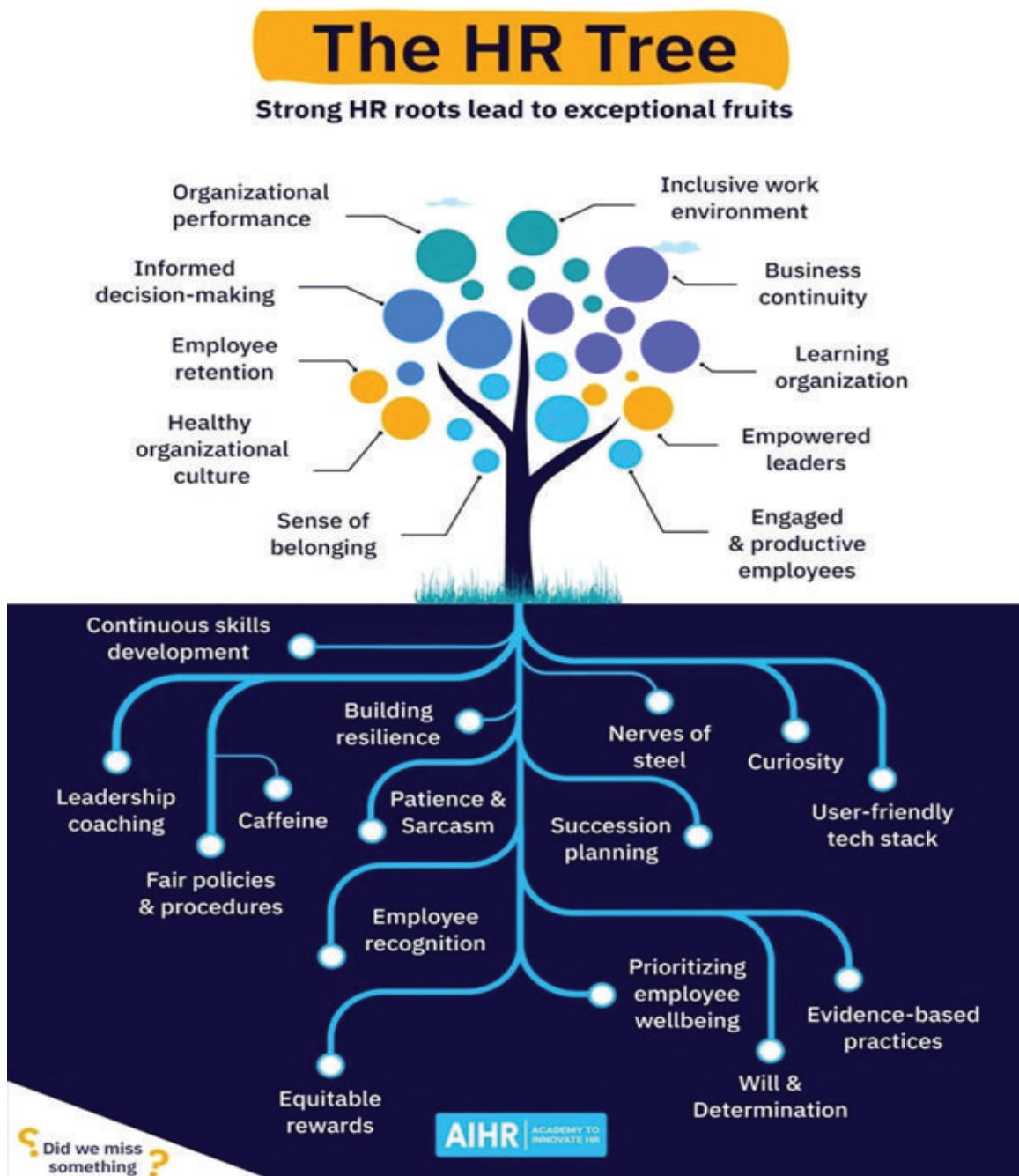
The past can weigh heavily on the present if we allow it. To embrace personal growth and happiness, it is crucial to make peace with your past. Acknowledge past mistakes, learn from them, and use those experiences as stepping stones towards a better future. Cultivate mindfulness and focus on the present moment, cherishing the opportunities it offers. By letting go of past regrets and resentments, you free up mental and emotional space to fully engage in the present. Take time to reflect on the lessons learned and use them to shape a better future for yourself. Embrace forgiveness, both for others and yourself, as it is a powerful tool for healing and growth. Remember, the

past is behind you, and your focus should be on creating a brighter and more fulfilling future.

7. Take Care of Your Body & Mind:

Your body and mind are interconnected, and nurturing both is essential for overall well-being. Prioritize self-care by engaging in activities that promote physical and mental health. Exercise regularly, fuel your body with nutritious food, and get enough restful sleep. Take time to relax and engage in activities that bring you joy

and peace. Practice mindfulness, meditation, or any form of mental wellness that resonates with you. Surround yourself with positive influences and seek support when needed. Remember, a healthy body and mind lay the foundation for a happy and fulfilling life. Remember that these rules are not a one-time checklist but a continuous journey of self-improvement. Embrace them, adapt them to your life, and watch as they positively transform your perspective and interactions with the world.



▶ Seven Dangerous People in an organisation you need to know and handle them with wisdom and knowledge

As a Leader, beware that at one stage or the other in your church, business or association, you will find yourself dealing with the following groups of people. If you don't have wisdom to deal with them, your position and efforts are in danger.

1. *THOMAS GROUP* -They walk with you but they don't really believe in you. Though God can use you in front of them, they are not easily moved they take time to believe in you. These people can delay your vision and they are also not aware they are also delaying themselves. It's a struggle and a burden to lead people who don't believe in you.

2. *JUDAS GROUP*- They walk with you but they have issues with you when God begins to bless you. They are not happy when things of great value are given to you. In short they are jealous of your success. When elevation comes they will say we are poor in the work place but the Boss is driving a BMW 5 series but we have people that are struggling financially in this workplace. They want you to drive a probox which will make them happy. They have serious issues if your life becomes better and better. They talk as if you don't care about the poor. Hear these Leaders, anyone who is jealous about your prosperity in your workplace tomorrow he will betray you.

3. *ABSALOM GROUP*- You give them opportunity to teach or lead and he begins to see himself as the Leader of the place, he believes he can teach and lead better than you. When he leads, he leads to prove a point that he is better than you, he won't even mention you in his conversation. He works behind you to steal the hearts of people so that people will follow him. He will make people to feel they are neglected in your position. He will tell people he is there for them to help them anytime they need help. This one he is in competition with you , he believes he can be a better Leader than you . Tomorrow trust me he will split your followers.

4. *KORAH GROUP*- This one will challenge your authority, he believes you are at the same level with

everyone and he has issues when others give honor to you. He will say you are honoring this man too much. He has issues when you give instructions, he is rebellious and dangerous because he sees you as someone who is at the same level with him. He believes everyone is professional and everyone is educated so what is so special about you .

5. *HAM GROUP*- This one he will expose your nakedness, the day you find yourself in a shameful act, He will tell everybody your weaknesses and he will be happy to expose your disaster .

6. *GEHAZI GROUP*-He is with you but he will be collecting money from behind your back. He takes advantage that he is close to the Leader and use that to collect things from people. He borrows money from people and he does not pay them back. He goes to people to ask for financial assistance and make people feel you are not taking good care of him as he serves in the house.

7. *DEOTREPHES GROUP*- This one is too dangerous, he is famous in the workplace/group/association, he has power and influence and has a voice amongst the people. He speaks malicious words behind your back . He is poisonous, he can come with stories that can totally destroy your image as a Leader. He can come up with serious lies that cause people to leave your group. He will come with stories that you are using their money , you are sleeping with women and using charms to sustain your position. His stories are very harmful and dangerous.

Therefore I pray that God will give you wisdom to deal with all these kinds of spirits because, no Leader can rise to higher level of his calling until all these spirits have been dealt with in his environment, and if you deal with them in a canal way you can cause more damage to yourself and your job. Depend on God through prayers and you will overcome.

Which group do you belong to?

► Mambo ya kufanya ili kuongezewa mshahara

Ingawa kampuni nyingi zinaongeza wafanyakazi wake mishara kila mwaka , zipo nyingine ambazo hayafanyi kutokana na changamoto mbali mbali za kibiashara hivyo inabidi jithihada ili kupata mshahara.

Lakini , mazunguzo kati yako na boshi wako kuhusu kuongezwa mshahara yanaweza kuwa jambo la kuogopesha hii pamoja na woga wa kukatiliwa kufanya wafanyakazi wengi wasijaribu kufanya hivyo.

Lakini kumbuka kuwa usipojitetea utabaki na mshara ule ule mpaka utakapo pandishwa cheo au kuhamia kampuni nyingine . Hivyo uwezo wa kuongea na boshi wako kwa ujasiri kuhusu ongezeko la mshahara ni maarifaa muhimu ambayo yatakusaidia kwenye soko la ajira. Je unatakiwaufanye nini.

JUA THAMANI YAKO

Ingawa unaweza kufikiria kuwa unastahili fedtha nyingi zaidi ya unazopokea sas, ongezeko la mshahara unalotaka lazima liwe na sababu.

Kwa mfano kama watu wengi katika taaluma yako ambao wana uzoefu sawa wanapokea sh 2milioni kwa mwezi, halafu wewe unataka 4milioni kw mweziombi lako litaonekana halina maana isipokua pale ambapo utendaji kazi wako ni wa kipekee. Kwa kiufupi hatua ya kwanza ya kuelekea kuongezewa mshara ni kujua thamani yako katika soko la ajira.

NI MUDA SAHIHI

Ingawa ni kawaida kuomba ongezeko la mshahara kila mwaka (waajiri wanalijua hili) inatakiwapia uwe makini kwenye kupangilia ni muda gani hasa uombe ongezeko hilo

Kitu cha kwanza unachotakiwa kuangalia ni hali ya kiuchumi ya kampuni. kwa mfano kama kampuni imekuwa na kipindi kigumu mpaka kufikia kupunguza wafanyakazi, basi huo sio muda mzuri wa kuomba kuongezewa mshahara. Laini kama kampuni inafanya vizuri basi ni muda unaofaaa.

Zadi unatakiwa ujue kama ni mda mzuri wa kuongea na boshi wako. Ana shuguli nyingi anazotakiwa kumaliza haraka? Au yupo katika hali na anaweza kuongea nawe?

ONYESHA MAARIFA YAKO

Hata kama wewe ni mfanyakazi kinara bado lazima uonyeshe ni kwenaini unastahili kuongezwa mshahara

.kuonyesha hivyo , pitia kazizote ulizofanya kwa mwaka ulioisha na angalia.

Kazi ulizomaliza kikamilifu na ni jinsi gani zimechangia kwenye malengo ya biashara . Majukumu mpya ulionayo sasa, ambayo mwaka jana hukua nayo. Kpis ulizozifikia na tathini ulizofanyiwa kiujumla, unatakiwa uonyeshe umuhimu wako kwenye kapuni uonysh kuwa utaendelea kufanya kazi nzuri na kwa unastahili kuongezewa mshahara

FANYIA MAZOEZI OMBI LAKO

Utakapomaliza kuandika mafanikiao yako kampuni ,fanyia mazoezinamna ambayo utakayowasilisha kwa boshi wako . Unaweza ukatamani rafiki yako kukujengea kujiamini wakati wa kuwasilisha ombi lako.

ANDAA MPANGO WA ZAIADA (PLAN B)

Mara nyingi watu hawafikiri watafanya nini wasipopata ongezeko la mshahara. Utaacha kazi? Utaendelea kufanya kazi kwenye kampuni hivyo hivyo? Unatakiwa ujue hatua yako itakayouata . ukiamua kuwa huwezi kuendelea na kazi hiyo kwa mshahara huo huo basi anza kutafuta kazi nyingine kama hutopata matokeo unayotegemea.

ONGEA NA MWAJIRI WAKO

Kama umeshafanya kazi kwenye kampuni zaidi ya mwaka , basi utakuw unajua ni njia gani nzuri Zaidi ya kumufata mwajiri wako ili kupanga muda wa kuongea kuhusu ongezeko la mshahara. Waajiri wengine wana jibu barua pepe kwa haraka Zaidi, wengine inabidi ungee nao usi kwa uso

Omba ushauri

Kama usipo ongezewa mshahara muulize mwajiri wako nini uboreshe kwenye utendaji wako ili uweze kupata mshahara unaotaka . hii itamwonesha boshi wako kuwa upo tayari kwenye utendaji wako.

USIJISHUSHE THAMANI

Kutokana na ukosefu mkubewa wa ajira hasa kwa vijana , watu wengi wanalipwa chini ya Kiwango na wanafurahia tu kuwa na kazi.

Lakini kama unafany kazi kwa bidi na unajua unaiongezea thamani kampuni, usiogope kuomba kuongezewa mshahara.

▶ 3 Things to never say at work.

If you've ever caught yourself wondering if you said the wrong thing at work, you are not alone. I've had the thought "Did I say the wrong thing?" swirling around in my thoughts after expressing myself on the job. Sometimes I have said the right things at an ill-timed moment and other times I have realized that I have I have said the right thing to the wrong person.

More recently I found myself back paddling on a statement I made because as soon as it came out my mouth the bitter taste buds , I immediately realized that I may have overstepped a certain boundary and perhaps, it was not thoughts on the topic in the current role I was in . luckily my clients were very gracious, and she swiftly skipped on to the next topic while kindly suggesting I need not to focus on the previous topic.

While I am an advocate for speaking up at work to gain insight, share ideas, or gain clarity, some things are better left unsaid. here are the things I believe you should not say at wok,

THAT'S NOT FAIR.

Let's get real life is not fair and yes sometimes it's evident that your boss is playing favorites, but by saying that's not fair however can be counterproductive for a few reasons. it can come across as whiny or entitled, which can damage your professional reputation.

That statement can also be triggering and spur a defensive attitude in another person. you may be genuinely expressing dissatisfaction but that's not fair can be perceived as a challenge, making it harder to reach a compromise or resolution instead aim to focus on the specific issue at hand and offer constructive suggestions for how to address it.

I CAN TRY.

When being offered a new task that may align with your current job description, the phrase "I can try "demonstrates a willingly attitude , however , when you are on time crunch and tasked to do something within your skillset responding with "I can try can be fast rating since it is nit a definitive statement that may result uncertainties instead it may be better to respond with clarity by saying something like Yes I can that task within this specify time frame"

If you feel that you may need additional support or resources, communicate your needs so that you everyone is on the same page. this demonstrates your competences and professionalism and can help to alleviate any concern or uncertainties.

WELL, THIS IS HOW IT'S ALWAYS BEEN DONE AROUND HERE.

I have been on the receiving end of this statement and found it extremely problematic. Please feel free to disagree but in the past, I have found statement dismissive and exhibiting a sense of complacency.

As a newbie in previous role, I would have much rather preferred a response that enlightened me on why a specify system is implemented rather than feeling dismissed and being led to assume an organization was resistant to innovation and change.

As a recipient of this is how its always been done around here I'll also admit that I later found it difficult to contribute towards sharing new ideas and initially felt as though fostering a culture of collaboration and development was not likely . it is important to be mindful of what we say at work and understand how it may be perceived by others. sometimes it may be better to err on the side of caution and simply leave certain things unsaid whilst avoiding the three statements I've presented instead; it is essential to focus on the specific issue at hand and offer constructive suggestions can in long re-establishment positive and productive work environment.

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► *How to Become a Visionary Leader: The Steps*



By: George Obado, July 4, 2023

"_A leader without a vision is like a ship without a compass"_ - John Maxwell

Visionary leadership is a leadership style that focuses on creating a vision for the future of an organization and inspire others to make the vision a reality. It takes time to put an organization on a visionary path and this requires focus, resilience, grit and determination on part of the leader. The leader must therefore be endowed with the ability to set clear goals, work objectives, clearly spelt out job tasks, work plans and a foolproof feedback system to evaluate what is going on and change or modify as need arises.

Visionary leaders are able to articulate their vision in a way that resonates with others and inspires them to take action. Visionary leaders emerge from a sense of the capacity to develop their own personal vision statement of life.

Recent research findings have associated visionary leadership with some of the following benefits: Employee job satisfaction, engagement and work performance; organizational adaptation to changes; encouragement for innovation and creativity; strong and steady growth of financial performance; strong positive organizational culture; and attracting and retaining top talent.

Here now are the steps to become a visionary leader:

Step 1: Be passionate about something that's purposeful

Step 2: Create your personal vision statement in line with your passion and personal values

Step 3: Develop a clear vision statement for the future of your organization using participatory approaches

Step 4: Communicate the vision to all organization members and especially your leadership on a regular basis

Step 5: Be passionate about the company vision by living the vision on a daily basis

Step 6: Become a role model for the vision. People follow easily those whom they trust and believe in. Demonstrate the visionary qualities you wish to see in others

Step 7: Be a lifelong learner. As a leader, stay ahead with the current knowledge in your industry

"_A leader is someone who has a vision for the future and the ability to communicate that vision to others in a way that inspires them to share it"_ - Warren Bennis

► Humour

An antelope was running like mad and An elephant asked him:

"Antelope, why are you running like that?" She replied,

"The police are arresting all the goats in the village."

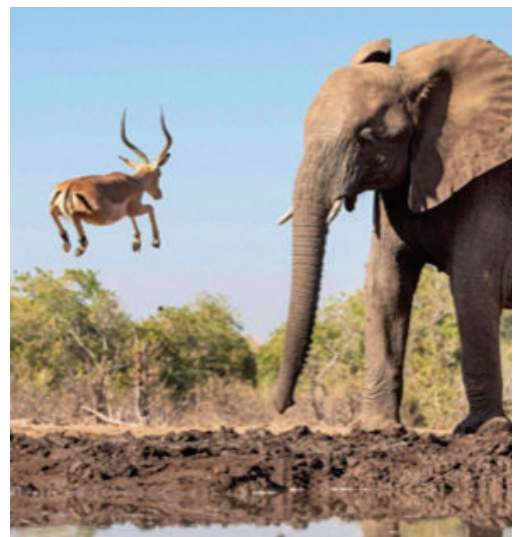
The elephant retorted:

"But you are not a goat!"

The antelope replied,

"With our current judiciary system it will take me 20 years to prove that I am not a goat."

Immediately the elephant started running 😂😂



► Resilience: The most important quality?

“Talent does not exist in young players. Talent is something that you can show at a high level over a period of time. We are talking about consistency, that is talent. Talent must be confirmed. It is the confirmation of potential. It is getting to the top and maintaining that level over a period of time.” – Didier Deschamps

Talent and intelligence, on its own, are not enough. Players must possess the capacity to recover quickly from difficulties, that allows them to compete on the highest level. You cannot go far without a certain degree of confidence, perseverance, and discipline.

Many talented young players destined for stardom fail to reach their potential, mainly because lack of mental strength to deal with challenges and pursue their goals. Conclusion is – talent on its own is not enough. Passion, resilience, and perseverance are bigger predictors of success than talent and IQ.

In his book - “Edge: Leadership secrets from top football thinkers”, Ben Lyttleton, asked his friend, a Premier League scout whose specialty was spotting youth-team players in Northern France, would the most talented young players be the ones to most likely to make it in football? “Not at all” he replied. He was looking for players who influence games, whatever their position. This is not just a matter of technique or skill: it is about working off the ball, and how they react to losing the ball.

So what is he looking for? “Resilience” he said. Most scouts focus on the six seconds after a player loses the ball, to check for reaction, but my friend keeps an eye on

them for ten minutes. One youngster missed a chance to score and spent the rest of the half shaking his head and hitting his thigh in disgust with himself. He was crossed off the list. “He was nervous when he next got the ball and he won’t grow out of that”.[ii]

Tim Harkness, Chelsea’s head of sports science and psychology, states that resilience is not something you are born with, according to him resilience is a skill and can be improved on gradually. We can all develop our emotional lives just like we do when it comes to our intellectual lives.

Resilience for Harkness is “the ability to accurately assess threats and opportunities and to allocate emotional resources accordingly”. Resilience is not perseverance, or “keep on pedaling”. It is an accurate assessment, which means it must be flexible. If you persevere and you continue to get nowhere, then you are wasting your energy. “Sometimes when you fail” he says, “you should just give up”.[iii]

Harkness has developed his model of resilience as a set of steps starting from premise that resilience is based on skill and not character. One person may be more resilient than the next, not because of their character, but because of their ability to construct, practice and execute these skills of resilience. “The better we are at executing the component skills of resilience, the more accurate our emotions will be and therefore the more effective our actions will be,” he explains. “This is not about having less emotion but about having more accurate emotions.”



9 Steps To Earning Respect in Your Leadership

Respect is the great intangible substance of leadership. It cannot be measured, it cannot be touched, yet when it exists it can be felt by all and it transcends all other forces in terms of its impact on performance.

1 Start by Showing Your Face

Presence is so important - before you can do things people have got to know who you are - be visible and be focused on the moment in front of you. Be attentive and welcoming to all.

2 Wear Your Humility

Be respectful, and recognise the achievements of others and allow the recognition to flow to where it should - the more people feel they are valued the higher the engagement levels become.

3 Give Your support to others before you receive it

When you start to act then your first acts should be ones of support and commitment - from there you build the right to challenge not the other way around.

4 Establish Consistent Decision Making Parameters

With clear standards and integrity established then it is important that decisions are clear and consistent. People feel safe when this happens and respect is closely linked to consistency.

5 Its a marathon, Not a sprint so build staying power

When the going gets tough - and it will - the role of a leader is crucial. Make sure you stay in control of yourself and you show others you are there for the distance - resilience builds resilience and respect.

6 Follow up With Courtesy & Good Manners

First impressions are huge - and simple good manners make a huge difference to people it shows many positive things to people - A simple Good Morning, Please and Thank You means a huge amount.

7 Listen Well, Talk Judiciously & Always Follow Up

Don't dominate the airways. Listen with all your senses & when you do talk ensure you speak in a simple language. Do not be verbose. And always follow up with agreed actions.

8 Set your Standards and act with Integrity

When situations and issues appear be clear on your standards - communicate them and do not compromise them. Acting with integrity builds trust which then manifests into respect.

9 Performance Does matter....

If you stay true to your approach then be patient for the results - but make no mistake results do matter - so stay focused on outcomes and ensure they stay at the forefront of your mind.



Titles earn nothing Behaviours say Everything SIW

Run 4 Binti Marathon

SGA Sponsored the Run 4 Binti Marathon, once again this year. Our teams in security did a fantastic job and SGA received a certificate of appreciation from the Chief Guest, Hon Angela Kairuki, the Minister of State. The event was held on 30th July 2023 in Dar es Salaam. The winner of the 5km races was Daudi Mungi, the SGA CIT Operations Manager! He was in the podium to receive his award from the Minister.



Capital City Marathon



▶ To welcome the Senior Assistant Commissioner of Police - CO Traffic(T) **Ramadhan Ng'anzi**

The SGA Management Team and representatives from Private Security Company welcoming Senior Assistant Commissioner of Police - CO Traffic(T) to the Head Quarters of SGA Tanzania



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