

Breast Cancer Awareness Month

The incidence of breast cancer among South African women is increasing and it is one of the most common cancers among women in South Africa. It is the most prevalent cancer amongst white and Asian women and the second most common cancer among black and coloured women.

Facts about breast cancer

- Early detection of the condition can lead to effective treatment and a positive prognosis. About 90% of patients survive for many years after diagnosis when breast cancer is detected at the early stages.
- Regular self-breast examination and regular mammograms are key to early detection.
- Presenting yourself early for treatment may result in more effective treatment, leading to a reduction in pain and suffering and a significant decrease in the loss of life.

The designation of October as "Breast Cancer Awareness Month" in South Africa reflects a nationwide drive by public and private healthcare structures to raise awareness of this debilitating disease across all races and class structures.

You can also get involved through these organisations:



CANSA places the focus on women reducing their cancer risk during October. However, we encourage women to make their health a priority all year round, by knowing what is normal for their bodies, and to be aware of the symptoms of cancer. We urge all women, including cancer Survivors to encourage one another to adopt a balanced lifestyle and to go for regular screenings, in order to reduce their personal cancer risk, or the recurrence of cancer & to detect cancer early. For more information on how you can get involved visit www.cansa.org.za



South Africa's best-loved Breast Cancer Community Carer, PinkDrive is the indispensable, tangible breast cancer Public Benefit Organisation (PBO) powering South Africa's first mobile PinkDrive Mammography Unit and PinkDrive Educational Unit through our country, driving home the fact that 'Early Detection Saves Lives'. For more information on how you can get involved visit their website at www.pinkdrive.co.za

- - - Together we can make a difference - - -

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Different types of workplace culture – which one is right for you?

Workplace culture is a unique sociological construct. While it may work in much the same way as any other type of culture does in a community (say, ethnic or religious culture), it differs in one major respect: it is inherently multi-cultural.

In South Africa this is particularly true, with the average workplace containing employees of all races, genders, religions, political affiliations and many other differentiating factors. This makes the creation and maintenance of a positive and unifying workplace culture all the more difficult – and all the more important.

There are manifold ways a strong company culture contributes towards business success. It makes the workplace more appealing to potential employees and helps to retain the best talent. This makes the hiring process more successful and also reduces staff turnover. When you factor in the costs of hiring, training and disrupting the productivity of your team, it makes perfect sense to create a workplace environment that people will less likely want to leave.

A strong culture also contributes greatly towards a company's brand by aligning their employees' perceptions from the inside with their customers' perceptions from the outside, solidifying a positive public view of the company as a whole. Happy employees make the best brand ambassadors, and in this age of social media, both employees and customers alike broadcast their experiences for all to see.

No two workplace cultures are ever quite alike, because no two organisations are the same. To a certain extent, the industry in which it operates will dictate the company culture. In a law firm, for example, a strongly hierarchical structure, a certain sense of decorum and formal dress-code come standard, but cultural similarities in workplace organisations do reveal cultural patterns common to most companies. This provides a useful framework for managers who want to assess or alter their organisational culture for the better.

Charles Handy, Irish philosopher and a world-leading figure in organisational culture, identified four overarching types of workplace culture.

Power Culture

In some organisations, power is held in the hands of very few trusted and authorised decision-makers. These people enjoy special privileges in the workplace and delegate responsibility to the rest of the company. Employees in these types of environments are expected to follow their superiors' instructions to the letter and do not have the liberty to express alternative viewpoints. Such cultures often suffer in the long run, falling victim to high staff dissatisfaction at the lower hierarchical levels.

Task Culture

In a task culture, solving problems and achieving the targets of the company are at the heart of the team's interactions. In these types of companies, small teams (generally four to five people) with similar interests and specialisations are grouped and expected to contribute equally to the task at hand. These employees tend to remain stimulated and content, and are given the room to innovate and think creatively.

Person Culture

In these organisations, the wellbeing of the company takes a backseat to the personal importance of each employee – and eventually suffers for it. When employees place too much emphasis on their own concerns in the absence of a strong sense of teamwork or common goal, productivity, staff satisfaction and loyalty all tend to be low.

Role Culture

In a role culture, every employee is given responsibilities based on their delegated role and their professional specialisation, as well as their educational background and even their personal preference. This is all done in the interest of extracting the best performance out of each individual. In these cultures, power and responsibility are the results of hard work and proven performance, and employee motivation as well as work performance tend to be higher than average.

It may seem like a clear-cut group of categories, but in reality, most companies are hybrids of more than one, or even all four of these cultural archetypes. All have their pros and cons, and all are suited to different industries, companies of varying sizes, different sociocultural contexts, and different points in the company's development. Managers are encouraged to be open-minded and take a hard look at the values of their organisations before deciding which cultural model fits them best, looking for opportunities to weave them into the fabric of the company's daily operations.

By Pieter Scholtz

Top Candidates



Western Cape—Travel Consultant

This candidate has gained a number of years experience in the tourism industry. She has completed her Diploma in Travel and is skilled in the inbound travel sector.

In her opinion a Successful Travel Consultant should have the following attributes:

Have a passion for travel

Be open minded, friendly and have excellent communication skills

Follows policies and procedures

Attention to detail

Why she would be an asset to your company:

Has experience in the travel industry

Her ability to strive towards perfection and her positive approach

Her honesty, hardworking and responsible nature

She is fluent in English and Afrikaans and presents herself in a professional manner. She has exceptional communication skills and a outgoing personality. Seeking an opportunity for growth, has 1 Month notice period and has a salary expectation of R16 000.

If interested in this candidate please contact Hayley Kagerer at 079 680 1982 for more information

Western Cape—Information Technology—Business Analyst

IT Business Analyst / Business Developer and Infrastructure Manager—This candidate has over 20 years' experience in the IT Industry

He specializes in Development and Analysis. He is also very skilled in the Architectural aspect of IT.

Having managed various accounts with Leading IT companies in South Africa this candidate offers a very unique and specialised skill set.

He is currently self-employed and looking to get back into the Corporate Industry with a salary requirement of R75 000 CTC per month.

If interested in this candidate please contact Lizanne Haasbroek at 076 706 8418 for more information

For more Top Candidates you can also visit our website

www.intelligentplacement.co.za/employers

Top skills available in the market in various sectors.

Top Candidates



Gauteng—Bookkeeper

This young, vibrant candidate is currently still busy with her BCom Accounting but will complete her studies soon. She has completed her articles at an Auditing firm where she gained vast experience with different corporate and private clients.

She has vast experience in Foreign exchange, dealing with SARS and tax returns. She is currently a Bookkeeper to Trial Balance and also handles payroll whilst enjoying a varied day. Excellent computer experience in packages such as Sage, Pastel, Caseware and Unilocks systems.

Dedicated and highly committed to her work and her studies. An offer of between R 15 000 - R 20 000 would secure this candidate.

If interested in this candidate please contact Helen du Toit at 076 772 9933 for more information

Eastern Cape—Buyer

Our equity candidate is an experienced Logistics and Supply Chain Professional. He has many years of Supply Chain and operational Logistics experience from reputable employers such as, GM, VWSA and other automotive manufacturing companies.

He is fully capable of all Supply Chain functionalities, especially in procurement, stores and warehousing functions. He has extensive experience in dealing with Suppliers and negotiating prices from local and international Suppliers.

He is currently still busy with his National Diploma in Logistics Management at Nelson Mandela University and will complete this in 2018.

He has sufficient experience of ERP Systems and Quality Management systems as well. My highest recommendation accompanies him for any Supply Chain Manager or Logistics related position to enable him suitable employment and future career growth opportunities.

If interested in this candidate please contact Janine Julyan at 083 235 0707 for more information

Eastern Cape—Payroll/Salaries Administrator

Our lovely, equity candidate is a Payroll expert and her long term career goal is to achieve a satisfactory/rewarding working environment revolving around people and figures.

She successfully studied a Diploma in Human Resources Management and experienced a great deal of working directly with people in her career to date. Her attitude towards profile, task and studies are serious. She is very keen to learn as much as possible in any skill set that is advantageous to her and she has a determined nature & soul.

She has the ability to organise her work systematically, motivate and find the best route to an analysis. Therefore loyalty, amiability and good communication skills are important character traits of hers.

She can work well in a team environment, but also on her own, without supervision. She comes highly recommended for any role in the HR Department, especially in Payroll Administration.

If interested in this candidate please contact Janine Julyan at 083 235 0707 for more information

Ideas for Employee Incentives and Types of Incentive Plans

New, innovative ideas for employee incentives are always needed by workplace communicators and human resource practitioners to increase employee loyalty and performance.

Employee incentives, recognition and an employee engagement strategy are important tools that are used to do this.

Herewith a couple of ideas, tried and tested to boost morale and performance amongst employees:

Types of incentive plans:

- ◇ Peer employee recognition program where colleagues nominate people they work with for an award
- ◇ Customer service rewards
- ◇ Safety incentives
- ◇ Employee service awards incentives
- ◇ Employee sales incentives

Incentive Ideas that won't break the bank:

- ◇ **Give them an extra vacation day**—Give your employee a paid day off, one that doesn't count against the standard vacation day limits.
- ◇ **Give them double time**—Give your employees the option to choose a day when they want to double their breaks. So, instead of just 30 minutes for lunch, they can take an hour.
- ◇ **Give them the option of flexibility**—Let your employees create a flexible work schedule, whether it be the hours they work, when they work, or where they work. Some employees like the office, others might appreciate working from home.
- ◇ **Give away outside services**—Who wouldn't enjoy a relaxing chair massage during a busy work day? - Treat employees to services right there at work, a few times a year. Bring in a professional masseuse, chiropractor, dietician or nutrition expert, yoga instructor, investment counselor, life coach, personal trainer, or anything that would be either enjoyable or helpful that your employees might not take advantage of otherwise.
- ◇ **Give away coupons and gift cards**—Movie theatre gift card, Concert tickets, Car wash coupon, Pay for a class or college course

"A great person attracts great people and knows how to hold them together. "

Johann Wolfgang von Goethe

Office Funnies...

