

EzaseKhangela

NEWS

August 2020

KEH WOMEN IN LEADERSHIP

My name is Simangele Hlongwana I joined King Edward VIII hospital on the 01 December 2019 as Pharmacy Manager. I have worked at various level of service delivery in the Department of Health since 2000. I have been exposed to leadership at various levels of health care and geographical settings. Each time, I had to move to another setting, there was an unspoken feeling that I had to assure people of my credentials and capabilities to put them at ease. While I am conscious of my femininity and the fact that certain challenges may be peculiar to women, my approach to leadership is not defined by gender, but a sense of responsibility, purpose and a desire to be of service to others.

Based on this approach, I try not to spend excessive time on my gender, but the task at hand. As a result, I feel that, all women should do their utmost best, so that those who may wish to cast doubt on their capability on gender grounds will have no basis. Having said all that, women face immense challenges of multiple roles. For starters, I am a wife, a mother, a church member (servant), a community leader, with personal physical, spiritual and career goals, and balancing

all these areas of life are almost an impossibility. Personally, I think there are many good, supportive and collaborative men out there, there are those who are stuck in prejudicial practices. This, by no means, suggests that all women are supportive to other women in leadership. The challenges I have encountered in the leadership as a woman, mainly pertain to having to exercise authority over men and women who may be old enough to be my parents.

I must say, I got introduced to leadership at a relatively young age in a setting that was traditional, with some people knowing my parents pretty well. Expectations of being a good manager while exhibiting values of a well raised woman, was what I grappled with on regular basis. I also found that it is easy to be manipulated. This is a terrain that is not easy to navigate. For me integrity is everything and good faith cannot be exchanged for anything. Over the years, I have come to realise that, sadly, not everyone regards these value as defining features of oneself.



Mrs. S. Hlongwana
Manager Pharmaceutical Services

If there is one word of encouragement that I can share with other women in leadership, would be “you don’t have to justify your actions using your femininity, but your values and goals”. In other words, stand for what you believe is right and history will judge you based on your actions and not your gender.

“And one day she discovered that she was fierce and strong, full of fire and that not even she could hold herself back because her passion burned brighter than her fears.”

Mark Anthony

It feels absolutely phenomenal to be able to not only take up space but have an opportunity to lift up others by imparting knowledge, experience and skills. Being a symbol of by emphasizing that it is possible for women to be in leadership and be successful. Women make extraordinary leaders as it is in their DNA to be natural nurturers, listeners and have empathy. Give a woman anything, she will multiply it and make it better.

In many cases women are not encouraged to take on leadership roles as they are looked down upon and doubt themselves in terms of whether they are good enough and have what it takes. The other challenge has been not being trusted and the opportunity given to make counterparts even if they are less skilled.

We need to know, trust and have faith that our power is not dependent on the next person, but that we have God-given talent and we are capable.



Mrs. N.F. Zungu
Assistant Manager Nursing—Theatres

“She was powerful not because she wasn't scared but because she went on so strongly, despite the fear.” *Atticus*

“I always did something I was a little not ready to do. I think that's how you grow. When there's that moment of 'Wow, I'm not really sure I can do this,' and you push through those moments, that's when you have a breakthrough.”

Marissa Mayer (Co-Founder, Lumi Labs)

“Leadership is hard to define, and good leadership even harder. But if you can get people to follow you to the ends of the earth, you are a great leader.” *Indra Nooyi (Former CEO, PepsiCo)*



Dr. N. Khuzwayo
Clinical Manager

It is such an honor and a privilege to be one of the women in leadership at King Edward VIII Hospital, one of oldest hospitals in South Africa

with such a vast history. For me leadership is about empowering others, while empowering yourself, and turning obstacles into opportunities. I believe by virtue of being female, women leaders should bring a set of unique leadership skills to the table, that seek to empower other women and increase female representation in leadership. Women leaders have to forge a way for young girls, create new opportunities, and in the words of our Miss Universe “occupy space”.

Unfortunately, even in 2020 it is still a “man’s world”, women leaders still have to constantly prove their strengths and capabilities compared to their male counterparts.

Dealing with gender expectations and stereotypes can be an additional stress to go with the everyday problems of management. Outside the work space, you are a mother, a wife, a daughter, a “makoti”. You end up having so many balls in your hands, and sometimes it's difficult not to drop one.

Understand your leadership strength Being an effective female leader is not about pretending to be someone else, but understanding your unique leadership style is what makes you an effective leader.

Time management: One of the most important skills of a leader is being able to complete your projects and accomplish your goals. Time management directly impacts on the productivity of your team.

Enhance your communication techniques:

In order to bring out the best in others and help them realise their potential, you must communicate to establish trust with honesty, an open mind and authority. When you are communicating to other people directly, your confidence is an inspiring trait. If you can be authentic and exceed the standards you ask of others, you are headed in the right direction.

Establish a solid network: We all need a network(tribe), a solid network (tribe) will teach us new things and help us do our jobs better. It will help us realise our true potential and strategise the most effective ways to accomplish our visions and goals.

“Be comfortable in your own skin. Know who you are, the good and the bad. And find the courage not just to be yourself, but the best version of yourself. These are the foundations of self-leadership, and all leadership starts with self-leadership because you can't lead the rest of us if you can't lead yourself.” -Chris Lowney

For me leadership is not only about who is in charge it's about making sure that the team stays focused on the goals i.e patient centred. It's a blend of humility and unparalleled will to lead others in service of a good cause.

Workforce shortages ,which makes it difficult to balance between the public expectations and what we can offer. The emergence of new technology with no formal adequate training, one have to learn on the job with limited resources.

Limited or no programmes for leadership growth.

Leadership is about making others better as a result of your presence. Don't forget yourself in the process, take care of yourself learn, eat well, sleep , exercise and rest



Mrs. N.F. Zuma
Operational Manager— Orthopaedics

"Rarely are opportunities presented to you in a perfect way. In a nice little box with a yellow bow on top. 'Here, open it, it's perfect. You'll love it.' Opportunities – the good ones – are messy, confusing and hard to recognize. They're risky. They challenge you."

Susan Wojcicki (CEO, Youtube)

Hard work, diligence and determination are key to achieving success. To complete my degree I had to study full time but also work part-time to finance my studies. This laid the foundation for a stronger and more resilient self. Within 7 years of hard work, seizing opportunities to grow myself and lots of learning through experience, I successfully achieved the Assistant Director Physiotherapy Post. It has been an exciting, challenging and dynamic journey which has allowed me to learn unique and diverse skills that extend to infrastructure development, interior design, asset evaluation and procurement processes.

Female leaders are challenged far more than male leaders, hence you have to be assertive, know your self-worth and stand firm by your decision.

The biggest challenge Physiotherapy faced was running services from a 2 -room space for the past 6 years whilst our original department was being renovated.

This had a tremendously negative effect on staff morale, so I needed to have empathy towards staff but not let it become a weakness in ensuring service delivery.

As female leaders, we need to uplift and grow each other. Sharing knowledge, compliments, skills and resources will not detract from you but will empower and strengthen you.

The Sunrise and dawn of a new opportunity, Weaknesses that have grown into strengths, Skills and abilities that allow you to lead, The strength and support of family and



Ms. Prenisha Pillay
Assistant Director — Physiotherapy

friends, And the gift of Love, Faith and Blessings from the Heavens above.

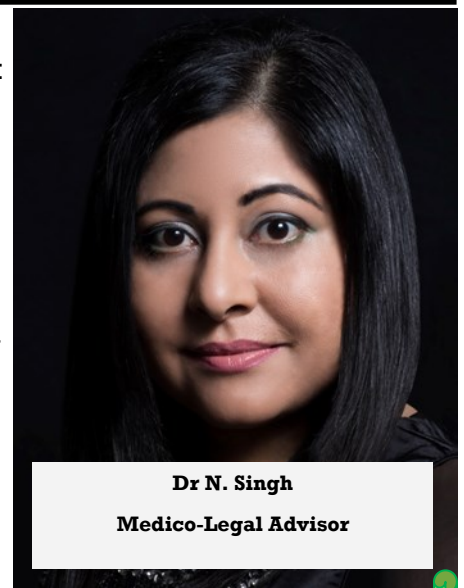
"Leadership is not a person or a position. It is a complex moral relationship between people based on trust, obligation, commitment, emotion, and a shared vision of the good." *Joanne Ciulla (Author and Educator)*

I believe that to be a woman in leadership means that you have a responsibility to the world, to make a positive change and a difference to the lives of many people.

In the work environment, it means to lead not only with your intellect, but also with a sense of love, compassion and humility.

The greatest achievement of being a woman in leadership is to empower other women who are emerging in that particular field and to inspire and encourage them to greater heights.

Dr Singh is an author of the book "You: The Journey Begins." She is also a host of a medical radio talk show on DYR (Durban Youth Radio) called Re-define with DocN, where she formed the bridge between the various medical doctors and healthcare practitioners of both public and private sector, with the community as a health promotion initiative to raise awareness of pertinent medical topics.



Dr N. Singh
Medico-Legal Advisor

"Success isn't about how much money you make; it's about the difference you make in people's lives."
Michelle Obama (Former First Lady of the United States)

"Leadership is about making others better as a result of your presence, and making sure that impact lasts in your absence." *Sheryl Sandberg (COO, Facebook)*

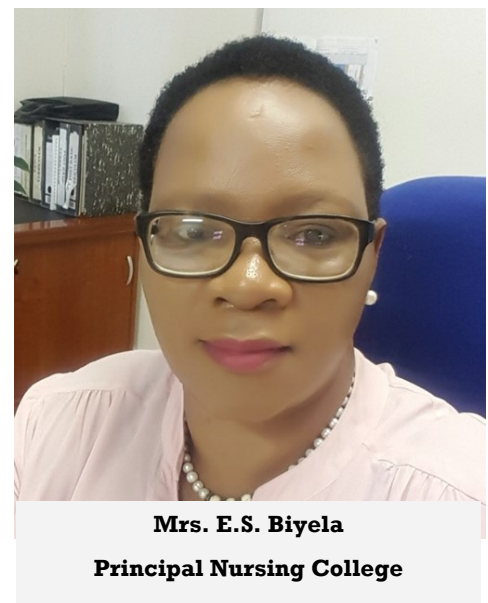
Being a woman in a leadership position brings about great feeling and confidence.

The skills and knowledge developed over the years in the clinical setting and at the college helped me to approach the new position with confidence and open-mindedness.

Nursing education is still a women-dominated fraternity and working with other women who are also passionate about their craft and understanding their role in the training of a nurse makes leadership an easy and manageable task.

I am on my second year in this position with the support of the staff and my senior principals I must say there has been nothing that has confronted me as a challenge except now that the whole country was faced with COVID-19 pandemic; that is the time that brought about a lot of challenges in all fronts.

I would encourage other women in leadership to stay true to their calling, be good active role models to their co-workers. They should inspire, motivate, coach and empower their team. As leaders we must emphasise on team work and not forget that a team is many hands and one mind.



Mrs. E.S. Biyela
Principal Nursing College

"Take criticism seriously, but not personally. If there is truth or merit in the criticism, try to learn from it. Otherwise, let it roll right off you."
Hillary Clinton

I have been fortunate to be well-supported by management as well as my peers who have guided me and provided a sounding board for my ideas as well as advise me on how to navigate this un-chartered territory. It is a daunting task to lead both a large department and a new department, especially during a critical and trying time in healthcare.

A comprehensive handover at the time of my appointment would have gone a long way as there are so many administrative and governance-related tasks I had never been exposed to!

My manager has been patient and understanding and has brought me back on track whenever needed.

Learning to interface with established systems and learn the language of management will be a steep learning curve but I am happy and eager to do what I need to in order to create an efficient environment for staff and patients.

Be confident in your abilities and push your boundaries every day. Manage your time well. Be humble and take advice when it is offered. Seek the company and counsel of successful people



Dr Pariva Manickchund
Head Clinical Unit— Internal Medicine

Create balance, a woman's work does not end as she leaves the office!

"It's okay to admit what you don't know. It's okay to ask for help. And it's more than okay to listen to the people you lead – in fact, it's essential." Mary Barra (CEO, General Motors)

"Leadership is about the team - the culture they keep and embrace, it's about empathy for your customers, clients, employees and the communities where you do business, it's about doing the right thing for the right reasons, being confident enough to take risks and responsible enough to think of those who your decisions and risks may affect."

- Kat Cole (COO & President of FOCUS Brands)

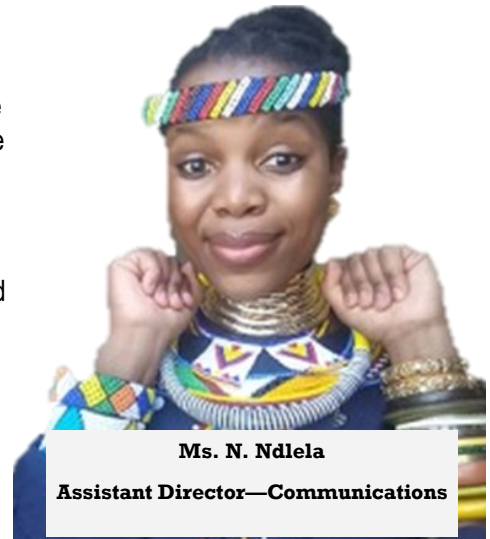
Leadership on its own is a big responsibility, let alone if you are a women. Indeed the issue of stereotype is still there and I think it will always be there. However each day we are proud to see women leaders excelling in what they do.

Indaba yokuholwa ngabantu besifazane , ukwamukeleka noma ukungamukeleki kwayo akuyona into entsha. Ezizweni eziningi zaseAfrika, nasemkhakheni wobuholi bendabuko, bayabalwa abantu besifazane abasezihlalweni zobukhosi. Nalapho kuthatha ukusebenza kanzima nokuzithemba ukuze isizwe lesiholwayo sinikeze ukweseka okuphelele. Okuyiqiniso noko ukuthi ubuholi beqiniso bumayelana nendlela yokucabanga, uku-khuluma, nokwenza kulowo osuke esesihlalweni. Nakuba iqhakanjiswa kakhulu indaba yobulili kodwa uma unogcobo lobuholi kwasekuzalweni kwakho, futhi usebenza kanzima ekuqinisekeni ukuthi izinqumo ezithathwayo zihlose ukwenza ngcono izimpilo zabantu obaholayo; loko nje kukwenza umholi.

Knowing your story, showing passion and dedication in bettering the lives of people you serve should be part of the organization's vision to be adopted by all staff.

The challenge that women constantly need to overcome is looked down upon by people who either have been in the industry long enough to get used to the organizational culture; or people who are old enough to be your parents and feel there is nothing that can be said by this child that will make more sense to them. Organizational culture plays a crucial role into how employees receive or view leadership.

It is critical to have a strong foundation be it upbringing, spiritual and hunger for success. However in being hungry for success make sure that you take the whole team along, its no use having a great vision that is not understood by the very people who are supposed to see it to life.



Ms. N. Ndlela
Assistant Director—Communications

Ukuzithoba nokulalela izimvo zabanye abanye kuyisana kude empilweni; uma ungumholi, zijwayeze ukuzibeka ezicathulweni zabantu obaholayo. Undlovu kayiphikiswa akajwayele ukuya kude empilweni. Kukho konke, mela iqiniso ukuze ungabi nonembeza ongenakuthula.

One feels the need to be more transformational and be a role model for your subordinates and spend more time in coaching your team and emphasize team work.

We have to change the perception of who can lead and what qualities are necessary for leadership position and show what women can do to heighten the organization. We should possess a clear vision, courage integrity honesty and humility. Great leaders assist the organization to reach highest goals and motivate staff to excel.

The challenge is that it is still a men's word and we continue to fight gender stereotypes. It is also difficult to balance work and personal life as a women.

Women in leadership must go beyond cultural socialization to attain their full potential. It's important to identify and be clear about your goals in order to successfully achieve them.

Professional conduct is your identity in the business world. People you work with like to have a personal sense of who you are.

Verbal as well as non-verbal communication such as posture, greeting voice, gestures, handshake, attitude and eye contact comes together to form your professional image.



Mrs. Pinky Nzama
Assistant Director— Radiography

“Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure.” *Marianne Williamson (Author and Activist)*

“If you want to run for Prime Minister, you can. If you don't, that's wonderful, too. Shave your armpits, don't shave them, wear flats one day, heels the next. These things are so irrelevant and surface to what it is all really about, and I wish people wouldn't get caught up in that. We want to empower women to do exactly what they want, to be true to themselves, to have the opportunities to develop.” *Emma Watson (Actor and Activist)*



Mrs. T.S.P Gasa
Head of Department : Operating Theatre Nursing Science

A leader needs to be the role model for the followers, motivate them to be the best in their capacity. As a woman in leadership it's of paramount importance to display great attributes that balance both matriarchy and patriarchy views. Women in leadership surmount daily challenges and criticism from their male counterparts by virtue of gender inequity.

They face the challenge of finding the optimal balance of managing domestic and professional issues that impact the functions of daily administration in the department.

In my experience, working in a diverse environment has provided little challenges in terms of this rigid ideologies. However, I am not ignorant to the fact that other women in leadership suffer a different fate. My key advice to counsel other women in leadership that face

challenges in their positions is to remember why they have the position in leadership in the first place, why it is only them that can fulfill the duties of the title. Lead with purpose and passion the rest will follow suit. Jim Rohn once said, “A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better.”

John Maxwell once defined leadership as “the single biggest way to impact an organisation is to focus on leadership development. There is almost no limit to the potential of an organisation that recruits good people, raises them up as leaders and continually develops them.” This is testimonial in my journey at King Edward as I have moved up the corporate ladder in management to the current position that I hold in my department. I highly encourage other women to follow their dreams with passion and cement their positions in leadership roles.

ACKNOWLEDGEMENTS



Ms. Nontobeko Ndlela
WRITER & EDITOR



Mrs. Rejoice Khuzwayo-Sibiya
EDITOR



Ms. Wendy Madondo
EDITOR



health
Department:
Health
PROVINCE OF KWAZULU-NATAL

CONTACT DETAILS

Physical Address:

Corner Rick Turner & Sydney Road,
Umbilo, CONGELLA

SWITCHBOARD

031 360 3111
www.kznhealth.gov.za

Postal Address:

Private Bag X02
CONGELLA
4013

FIGHTING DISEASE, FIGHTING POVERTY, GIVING HOPE