

**REMARKS BY MRS NOKUKHANYA GAMEDZE
MEMBER OF TIBIYO TAKA NGWANE MAIN COMMITTEE, REPRESENTING THE
MANAGING DIRECTOR DR AT DLAMINI**

**ON THE OCCASION TO HONOUR RETIRING TEACHERS MR MICHAEL DLAMINI
AND MRS MAUREEN DLAMINI**

DATE: 6TH APRIL 2017

PIGG'S PEAK CENTRAL HIGH SCHOOL

MASTER OF CEREMONIES

CHAIRMAN AND THE SCHOOL COMMITTEE

PRINCIPAL AND TEACHERS

PARENTS

DISTINGUISHED GUESTS

STUDENTS

LADIES AND GENTLEMEN

1.0 OPENING REMARKS

- I FEEL GREATLY HONOURED TO HAVE BEEN INVITED TO JOIN THE SCHOOL TODAY AS IT BIDS FAREWELL TO TWO OF ITS STAFF MEMBERS, WHO HAVE COME TO THE END OF THEIR CAREERS.
- SAYING GOODBYE TO PEOPLE WHO HAVE BEEN PILLARS OF THIS SCHOOL CAN NEVER BE EASY.

2.0 FAREWELL AND CONGRATULATIONS

- I WISH TO CONGRATULATE THE TWO TEACHERS FOR THEIR DEDICATION, NOT ONLY TO THE SCHOOL, BUT THE TEACHING PROFESSION ALL THESE YEARS.
- I KNOW THAT I SPEAK FOR THE COMMUNITY, PARENTS AND STUDENTS WHEN I SAY THAT YOUR CONTRIBUTION TO THE PROFESSION HAS, AND WILL REMAIN VALUABLE TO THE COLLEAGUES YOU ARE LEAVING BEHIND AND THE STUDENTS ALIKE.
- YOUR LEADERSHIP, COMMITMENT AND PATRIOTISM DOES NOT GO UNNOTICED, AND THE COUNTRY IS VERY FORTUNATE TO HAVE COMPATRIOTS LIKE YOURSELVES, WHO HAVE DEDICATED TIME AND SKILL TO GROOM MANY GENERATIONS OF SWAZIS, SOME OF WHOM

HAVE GROWN TO MAKE A NAME FOR THEMSELVES BEYOND THIS COMMUNITY AND THE COUNTRY.

3.0 ROLE AND CHALLENGES OF TEACHERS

- TEACHERS CARRY A HUGE AND IMPORTANT RESPONSIBILITY.
- AS WE CONTINUE TO TRANSFORM AND DEVELOP OUR SOCIETY, WE LOOK TO TEACHERS AND THE EDUCATION SECTOR TO CONSISTENTLY SEARCH FOR INNOVATIVE AND SUSTAINABLE IDEAS AND FORMULAS, WHICH WE CAN USE TO RESPOND TO THE SOCIAL, ECONOMIC AND TECHNOLOGICAL CHALLENGES WE FACE.
- TEACHERS ARE ALSO EXPECTED TO FACILITATE THE LEARNING ENVIRONMENT TO ENSURE THAT OUR CHILDREN LEARN IN SAFE AND CONDUCIVE SPACES THAT MOULD THEM TO BECOME CITIZENS THAT ARE SOCIALLY RESPONSIBLE AND WHO WILL BE ECONOMICALLY ACTIVE AND PRODUCTIVE IN TRANSFORMING OUR SOCIETY.
- SOCIETY TODAY TRANSFORMS AT A RAPID RATE DUE TO A NUMBER OF SOCIAL, ECONOMIC AND POLITICAL GLOBAL FORCES THAT AFFECT THE WAY WE LIVE AND RELATE TO EACH OTHER AND THE ENVIRONMENT AROUND US.
- WE THEREFORE FACE THE CHALLENGE OF ENSURING THAT INSTITUTIONS SUCH AS SCHOOLS ARE BOTH RESPONSIVE AND PLAY A LEADERSHIP ROLE IN KEEPING US INFORMED ABOUT SUCH TRENDS AND THEIR IMPACT IN OUR LIVES.
- TEACHERS ARE AT THE CENTRE OF THIS TASK, AND WE DO NOT TAKE YOUR WORK LIGHTLY.

- WE ACKNOWLEDGE THAT THE ENORMOUS RESPONSIBILITIES YOU FACE COME WITH MASSIVE CHALLENGES, INCLUDING FINANCIAL AND TECHNICAL RESOURCES.
- MASTER OF CEREMONIES, LADIES AND GENTLEMEN, PLEASE ALLOW ME TO COMMEND THESE TWO TEACHERS FOR DEDICATING THEMSELVES TO THIS PROFESSION ALL THESE YEARS.
- THEIR PROFILES SHOW THAT THEIR WORK SPREAD BEYOND EDUCATION TO OTHER FACETS OF LIFE IN THEIR COMMUNITIES AND THE COUNTRY.
- THEY HAVE DEMONSTRATED A COMMENDABLE DEGREE OF LEADERSHIP, VERSATILITY AND PATRONAGE.
- THEY HAVE BEEN PART OF THIS SCHOOL'S RICH HISTORY, AND I KNOW THAT ALL OF YOU HERE WISH THEY COULD STAY A LITTLE LONGER SO THAT YOU MAY CONTINUE TO BENEFIT FROM THEIR RICH EXPERIENCE AND KNOWLEDGE.
- I HAVE NO DOUBT THAT THE SCHOOL HAS BENEFITTED FROM THE PERSONAL AND PROFESSIONAL CONTRIBUTION THEY MADE DURING THEIR TIME AT THE SCHOOL.

4.0 WORD OF ADVICE TO RETIRING TEACHERS

- AS YOU ENTER INTO A NEW PHASE OF YOUR LIVES, PLEASE KEEP IT IN MIND THAT YOUR FAMILIES, COMMUNITIES AND THE NATION STILL EXPECT A LOT FROM YOU, PARTICULARLY YOUR RICH KNOWLEDGE, EXPERIENCE AND WISDOM.
- I HOPE AND TRUST THAT YOU WILL STILL MAKE YOURSELVES AVAILABLE TO SHARE ALL THAT YOU HAVE ACCUMULATED WHEN CALLED UPON TO DO SO.

- RETIREMENT SHOULD NOT MEAN THE END OF YOUR LIVES. NEITHER SHOULD IT DIMINISH YOUR VIGOR TO LIVE AND DREAM. YOU MUST CONTINUE TO INVEST IN YOURSELVES, PHYSICALLY, EMOTIONALLY, SPIRITUALLY AND INTELLECTUALLY.
- CONTINUE TO READ TO KEEP YOUR MINDS SHARP AND STAY INFORMED ABOUT THE RAPID CHANGES IN SOCIETY SO THAT YOU ARE NOT LEFT BEHIND. THIS COUNTRY IS IN SERIOUS NEED OF LEADERS WHO WILL TAKE IT TO ANOTHER LEVEL.
- AS YOU KNOW, HIS MAJESTY THE KING HAS ARTICULATED THE DREAM OF MAKING THIS COUNTRY A FIRST WORLD ONE IN 2022.
- THIS IS A MASSIVE RESPONSIBILITY ON ALL OF US, TO POSITION OURSELVES WELL, SO THAT WE ALL DO WHAT THIS VISION REQUIRES. AS YOU RETIRE, MY PLEA TO YOU IS THAT CONTINUE TO SEEK WAYS OF STAYING RELEVANT TO THIS NATIONAL ASSIGNMENT.
- I URGE YOU TO PARTICIPATE IN DISCUSSIONS AND ACTIVITIES THAT WILL BRING ABOUT DEVELOPMENT TO YOUR COMMUNITIES.
- IMPORTANTLY, MR DLAMINI AND MRS DLAMINI, YOUR HEALTH SHOULD BE YOUR PRIORITY.
- TO MANY PEOPLE, AGING BRINGS ANXIETY AND UNCERTAINTY. BUT WITH AGING ALSO COME WISDOM, EXPERIENCE, INTELLIGENCE, STRENGTH AND RESILIENCE.
- AGING IS A BLESSING FROM GOD AND YOU SHOULD ALWAYS PRAISE HIM FOR KEEPING YOU ALL THESE YEARS.
- THE SCRIPTURE, IN THE BOOK OF JOB 12 VERSE 12 SAYS “KUHLEKANIPHA KUKULABADZALA, LABAKHULILE. IMPHILO LENDZE ILE TSA KUCONDZA.”

- MAY I EMPHASISE THAT SOCIETY STILL EXPECTS A LOT FROM YOU EVEN AS YOU RETIRE. YOUR LEADERSHIP QUALITIES WILL BE TESTED IN THE MANY FACETS OF SOCIAL LIFE.
- AS A LEADER MYSELF, PLEASE ALLOW ME TO SHARE SOME VERY IMPORTANT LEADERSHIP VALUES THAT WILL HELP YOU IN YOUR LEADERSHIP ROLES. I WANT TO ENCOURAGE YOUR REMAINING COLLEAGUES AND STUDENTS TO ALSO PAY ATTENTION TO THESE PRINCIPLES.
- **SELF DISCIPLINE**
- IT IS THE ABILITY TO CONTROL ONE'S IMPULSES, EMOTIONS, DESIRES AND BEHAVIOUR.
- IT IS BEING ABLE TO TURN DOWN IMMEDIATE PLEASURE AND INSTANT GRATIFICATION IN FAVOUR OF GAINING THE LONG-TERM SATISFACTION AND FULLFILMENT FROM ACHIEVING HIGHER AND MORE MEANINGFUL GOALS.
- CERTAINLY BEING DISCIPLINED DOES NOT MEAN LIVING A LIMITING OR A RESTRICTIVE LIFESTYLE. NOR, DOES IT MEAN GIVING UP EVERYTHING YOU ENJOY, OR, TO RELINQUISH FUN AND RELAXATION.
- IT DOES MEAN LEARNING HOW TO FOCUS YOUR MIND AND ENERGIES ON YOUR GOALS AND PERSEVERING UNTIL THEY ARE ACCOMPLISHED
- TO POSSESS IT IS TO BE ABLE TO MAKE THE DECISIONS, TAKE THE ACTIONS, AND EXECUTE YOUR GAME PLAN REGARDLESS OF THE OBSTACLES, DISCOMFORT, OR DIFFICULTIES, THAT MAY COME YOUR WAY.

- **HONESTY** – GREAT LEADERS TREAT PEOPLE THE WAY THEY WANT TO BE TREATED.
 - YOUR TEAM IS A REFLECTION OF YOURSELF.
 - PEOPLE WILL EMULATE HONEST AND ETHICAL CONDUCT OF THEIR LEADER
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- **RESULT-ORIENTED** – RESULTS PLAY A KEY ROLE ON HOW AN ORGANISATION IS PERCEIVED.
 - RESULTS MUST BE CLEARLY DEFINED, WELL ARTICULATED TO THE REST OF THE TEAM AND MUST BE MEASURABLE.
 - DO NOT JUST BE BUSY. WORK TOWARDS DELIVERING ON YOUR RESULTS.
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- **VISION** – ALWAYS HAVE A WELL DEFINED DIRECTION.
 - A VISION WILL GIVE YOU A CLEAR GUIDE AND MOTIVATION TOWARDS YOUR GOALS AND THOSE OF THE ORGANISATION YOU LEAD.
 - SHARE YOUR VISION WITH THE TEAM THAT YOU LEAD. MAKE SURE THEY ARE WELL POSITIONED AND EMPOWERED TO EMBRACE THE VISION SO THAT THEY MAY HELP YOU DRIVE IT.
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- **HIGH QUALITY DECISIONS** – ALWAYS STRIVE TO MAKE HIGH QUALITY DECISIONS. ORGANISATIONS REQUIRE A LEADER WHO CAN MAKE JUDGEMENT CALLS THAT ARE SOUND AND RELEVANT.
 - ALWAYS MAKE TIME TO REFLECT AND ANALYSE YOUR DECISIONS.
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- **INTEGRITY** – TRUST IS EARNED AND IT MUST ALWAYS BE TREATED AS SUCH.

- TO EARN THE TRUST OF YOUR TEAM, YOU NEED TO CONSISTENTLY UPHOLD A HIGH DEGREE OF INTEGRITY.
- TRUST IS HARD TO EARN, YET VERY EASY TO LOSE.
- **COMMUNICATION** – GOOD LEADERS ALWAYS ARTICULATE THEIR VISION, GOALS AND EXPECTATIONS VERY CLEARLY.
- DO NOT GIVE INCOMPLETE ASSIGNMENTS, INSTRUCTIONS OR SUGGESTIONS.
- COMMUNICATION WORKS BEST WHEN YOUR TEAM MEMBERS ARE ALSO GIVEN THE OPPORTUNITY TO GIVE YOU FEEDBACK AS A LEADER. IT IS NEVER A ONE-WAY PROCESS.
- THERE IS A LOT THAT ONE CAN LEARN AS A LEADER IF THEY ARE TO SUCCEED IN THEIR ROLE.
- I WOULD TAKE THE WHOLE DAY SHARING ALL THE QUALITIES OF A GOOD LEADER. MY ADVICE TO YOU ALL IS THAT ALWAYS SEEK NEW KNOWLEDGE, INFORMATION AND EXPERIENCES OF OTHER SUCCESSFUL LEADERS.

5.0 TO THE STUDENTS

5.1 BEST PERFORMING STUDENTS IN THE JC AND SGCSE EXAMS IN 2016

- I WANT TO CONGRATULATE THE STUDENTS WHO PERFORMED WELL IN THE 2016 JUNIOR CERTIFICATE AND SGCSE EXAMINATIONS.
- YOUR RESULTS BEAR TESTIMONY THAT HARD WORK PAYS. AS YOU PROCEED TO SENIOR GRADES, REMEMBER THAT IT DOES NOT GET ANY EASIER. EXTRA EFFORT WILL BE REQUIRED FROM YOU.

5.2 TO ALL STUDENTS

- BEING A YOUNG PERSON IN AN ERA OF COMPLEX BEHAVIOURAL TRENDS DEMANDS THAT YOUNG PEOPLE MUST REMAIN FOCUSED AND DISCIPLINED.
- TODAY, YOUNG PEOPLE ARE THREATENED BY VERY DANGEROUS AND ADDICTIVE TENDENCIES, AND I WANT TO STRONGLY WARN YOU AGAINST GETTING CARRIED AWAY EASILY.
- NOT ALL THAT GLITTERS IS GOLD. CHOOSE YOUR FRIENDS WISELY, AND DO NOT SUCCUMB TO PEER PRESSURE.
- THE BEST THING YOU CAN DO FOR YOURSELF IS STAYING AT SCHOOL AND WORK HARD TO COMPLETE YOUR STUDIES WITH TOP HONOURS. THIS WILL GIVE YOU A KEY WITH WHICH YOU WILL OPEN ANY DOOR IN LIFE.
- BUT TO ACHIEVE THAT SUCCESS, YOU NEED TO ELIMINATE HABITS AND FRIENDSHIPS THAT WILL DIVERT YOU FROM YOUR GOAL.
- BELIEVE IN YOURSELF AND DO NOT BE AFRAID TO DREAM BIG.
- YOU CAN MAKE IT, REGARDLESS OF YOUR PRESENT OR PAST CIRCUMSTANCES.
- EVERYONE OF YOU HERE HAS AN EQUAL OPPORTUNITY TO OCCUPY ANY POSITION IN GOVERNMENT OR IN THE PRIVATE SECTOR.
- AT TIBIYO TAKA NGWANE, WE RECEIVE A LOT OF REQUESTS FROM STUDENTS FOR BURSARY AND SCHOLARSHIP SUPPORT, AND BECAUSE WE BELIEVE STRONGLY THAT EVERY SWAZI CHILD DESERVES A CHANCE TO GET QUALITY EDUCATION, WE CONTINUE TO GRANT BURSARIES AND SCHOLARSHIPS TO THOUSANDS OF APPLICANTS.

- OVER THE YEARS, WE HAVE WITNESSED A NUMBER OF BENEFICIARIES OF THIS SUPPORT CHANGE THEIR LIVES AND BECOME BETTER AND PRODUCTIVE CITIZENS OF THIS COUNTRY.
- MANY FAMILIES' FORTUNES HAVE CHANGED BECAUSE THEIR CHILDREN ARE NOW EMPOWERED TO GET A JOB OR START A BUSINESS THAT SUPPORTS THOSE FAMILIES.
- HIS MAJESTY THE KING HAS REPEATEDLY EMPHASISED THE IMPORTANCE OF EDUCATION AS A WEAPON TO ELIMINATE POVERTY AND DESTITUTION IN SWAZILAND, AND AS A VEHICLE THAT WILL MOVE THE NATION TOWARDS THE VISION OF BECOMING A FIRST WORLD COUNTRY BY THE YEAR 2022.
- THIS IS A VERY BIG CHALLENGE FOR ALL OF US, ESPECIALLY YOU YOUNG PEOPLE.
- THE COUNTRY IS LOOKING UP TO YOU AND EXPECTS A LOT FROM YOU TO HELP ACHIEVE THIS GOAL AND MANY OTHERS THAT ARE DRIVEN BY THE GOVERNMENT.

6.0 TO THE TEACHERS

- THE CHALLENGE AHEAD OF YOU REMAINS ENORMOUS. I WANT TO ENCOURAGE YOU ALL TO SOLDIER ON.
- DRAW COURAGE AND STRENGTH FROM THE ACHIEVEMENTS YOU MAKE EVERYDAY, WHICH WILL GIVE YOU SUFFICIENT FUEL AND ENERGY TO MANAGE THE CHALLENGES OF YOUR PROFESSION.
- YOUR TASK AS BOTH EDUCATORS AND PARENTS TO THESE STUDENTS REQUIRES THAT YOU ARE ROLE MODELS TO THEM.
- YOUR BEHAVIOUR MUST ALWAYS REPRESENT YOUR PROFESSION POSITIVELY.

- TO BE A WINNING TEAM, YOU NEED TO ALWAYS STAY UNITED AND WORK TOWARDS THE COMMON GOAL OF ENSURING THAT THESE NATIONAL ASSETS, WHICH ARE THE STUDENTS, GET THE BEST EDUCATION YOU CAN GIVE THEM. IF YOU DO THAT, ONE DAY THESE STUDENTS WILL LOOK BACK AND THANK YOU.

7.0 CONCLUSION

- IN CONCLUSION, I WOULD LIKE TO RE-ITERATE MY HEARTFELT CONGRATULATIONS TO THE TWO RETIRING TEACHERS FOR CARRYING THE BATON RIGHT UP TO THE END.
- THE SCHOOL, AND INDEED THE EDUCATION SECTOR AND THE COUNTRY, ARE RICHER WITH YOUR CONTRIBUTION AND DEDICATION TO YOUR WORK.
- I WISH YOU ALL THE BEST IN YOUR RETIREMENT. MAY GOD'S GRACE CONTINUE TO BE WITH YOU AS YOU LOOK TO SPEND MORE PRECIOUS MOMENTS WITH YOUR FAMILY.

THANK YOU, AND MAY GOD BLESS YOU ALL.