



Awakening the restorative leader in you: A key ingredient for success



Dr Ntsiki Tshayingca- Mashiya





Leadership Challenges in Public Service

1. Introduction
2. Background and context
3. The Four Key Pillars of Leadership .
4. Four Pillars of the New Dawn.
5. Pubic Sector Leadership Challenges Dr Ntsiki TM s effectiveness model
6. Stepping Up and Stepping forward: A restorative Intergrated Leadership Model for Local Government Leadership
7. Conclusion





Focus areas for Reflection

- Leadership + New Dawn + Challenges
- What can and must we do as leadership?
- The restorative, integrative leadership Model





Context : Building Institutional and Human Capabilities in the Capable Developmental State – AU Agenda 2063, NDP and RSA Constitution

- The AU vision and our NDP recognize the importance of strong public service institutions, innovation and service delivery access and improvement while stabilizing the political-administrative interface.
- The objective of combating poverty, unemployment and social inequality can be achieved through building capable developmental states
- The AU Vision and the NDP seek to make the public service and local government careers of choice
- The Theme of the Conference:





Background

- The world is crying out loud! Lead Us!!! *Need for Restorative , intergrative leadership Iconic leaders*
- The majority of leaders in this millenniums age have demonstrated in their leadership, the lack of inspiration, and ability to inspire others due to diminishing personal credibility
- There is also a growing recognition of the need to liberate ,emancipate , heal and restoration in leadership
- A multidimensional and holistic approach is needed





Common traits of effective leaders

Autonomy

They believe that leadership starts within and if you want to transform the world and make a difference *you have to go first.*

Mastery

People who contemplate great leaders often make the mistake of thinking that they know everything. It's not the case.

Really effective leaders mastered acceptance of the fact that you don't know all there is to know.

Purpose

- Great leaders have a reason to lead. They recognise their calling in life and what they are on earth to do.
- In seeing this, they give their talents and gifts to that calling and inspire those around them to help them on their mission.





The New Dawn

- The discourse on the new Dawn has outlined the following perceived Pillars.
- **Clean Governance and Intensified Anti-Corruption Drive**
- **Rebuilding Economy**
- **Education and Training**

If South Africa is to make the breakthrough to future prosperity, the development of a well educated and well trained population is also key

- **The fourth industrial revolution**





Key challenges facing public sector leaders

Leading in the New Dawn a complex challenge characterised by:

- Increasing pace of change
- Technological developments
- Changing perceptions :

The way we perceive leadership has shifted What is the cause of this?

- Increasing expectations

People 's expectations on leadership are increasing





Key challenges facing public sector leaders

- **Changing workforce**

The face of the work place is slowly changing. Have we prepared enough for this ?

- **Changing environment**

The environment around us is also changing rapidly: We used to be isolated , not anymore, families used to be nested , not anymore : What effect is this having on those we lead and how does this affect our leadership effectiveness?

Leadership Challenges in the New Dawn are Complex





Complex Problems Requiring holistic approaches to solutions

- This analysis and interpretation of a complex phenomenon viewed from different perspectives introduces a further need to consider 'soft issues' in leadership.
- This calls for a need for a further separation of soft and hard systems in problem analysis, a multi-faceted view of analysis as suggested by the systems thinking.





Complex Problems Require holistic approaches to solutions

Mintzberg and Waters, (1985) states that there can be no single perspective to a complex phenomenon.

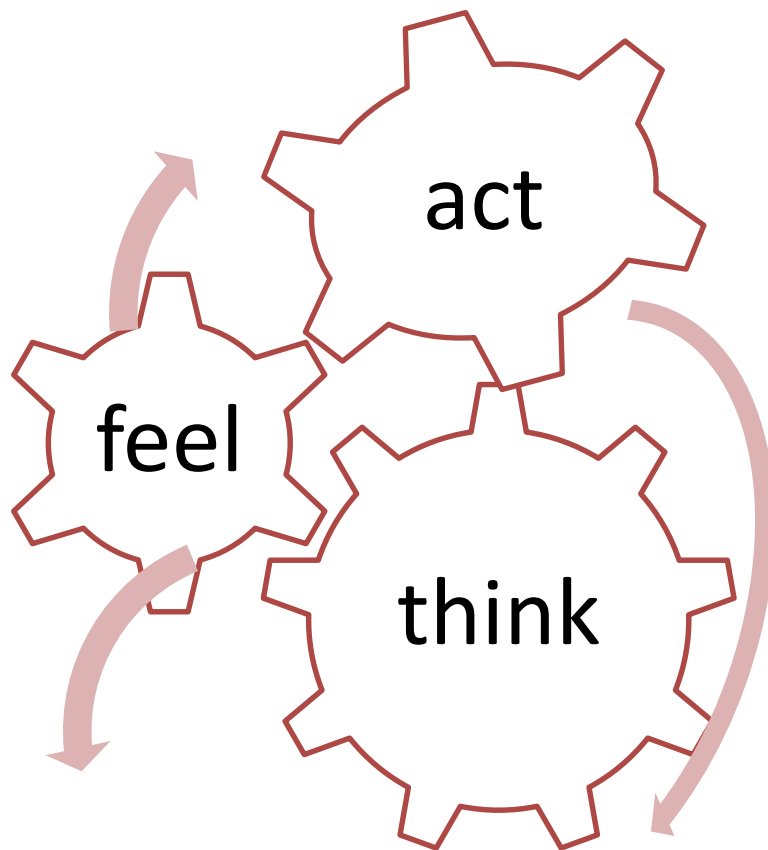
People who learn to read from different theoretical points of view have an advantage than those committed to a fixed view, for they are able to view the limitations of a given perspective.

They can see how problems can be framed and reframed in different ways, allowing new kinds of solutions to emerge
IMintzberg and Waters, Morgan (1986)





Effective leadership results in
Changing the following:





Restorative leadership

- **Restorative leadership** embraces the interconnectedness of all life and acts for the highest benefit to all.
- Restorative Leadership is a framework for empowering leadership that elevates the quality of life.
- It goes beyond dominant leadership ethics of the 20th Century and emphasizes the value and efficacy of community-based and systemic and co-creative problem-solving to establish the conditions for global sustainability and collective well-being.





The Importance of alignment

- *The internal faculties* (Mind and soul- sustain you)
 - have to align to the external structures (emotional intelligence)
- For you to achieve external and eternal success
 - Misalignment is disastrous in all respects

Example if you spend more than you earn and you earn more than you spend , that's a disaster.





Key Message

My message for you is :

- You are a leader
- The change you want to see begins with you
- You cant give what you don't have . You've got to have before you can offer,
- If you spend more than you earn and earn less than spend , that's a disaster
- If you spend your life, living another persons life that's a wasted life.





Key Principles

- It all starts with True Self Knowledge
- Forgive Yesterday, Forgive others
- Have Gratitude
- Acknowledge what you have and be grateful.
- Appreciate and support others under your leadership
- Demonstrate and impart good leadership
- Practice to listen to your Inner Voice
- Spend time with yourself





Conclusion

- You are a leader in the New Dawn
- Embrace the Restorative Leader in you
- It all starts with you
- You are in charge

