

A look at what's happening in and around Denel

## AT THE HELM OF TRANSFORMATION

by Joe Makhafola

**"Patience, persistence and perspiration make an unbeatable combination for success", so says Napoleon Hill, acclaimed author of the classic book *Think and Grow Rich*.**

This captures the road much travelled by the newly appointed Group Executive: Transformation, Ms. Patience Mushungwa.

From humble beginnings in the renowned province of peace, Limpopo, to Kentron (now Dynamics) in Pretoria, Patience now has the task to champion transformation in Denel. In doing so, she will also factor the recommendations of Absolute Ndaba, the consulting firm which did the group-wide climate survey.

Asked about how she views her role, Patience said: "Transformation for me is not a job, it is a cause in which I strongly believe. I hope each employee will do his or her bit to ensure we collectively create a new Denel. A Denel where all employees' talents, capabilities and energies are focused towards the achievement of the company's objectives as well as the individuals' own career goals."

One of Patience's greatest challenges would be to ensure that activities, actions and programmes initiated at the entities align to the transforma-

tion objectives set out in the Denel macro strategy.

"I have already been developing and rolling-out a framework that provides guidelines in terms of mechanisms for planning, implementing, monitoring and reporting on the transformation process," she says.

This will be coupled with providing coaching, advice and support where needed as well as keeping all stakeholders informed of progress.

"I am absolutely confident about Patience's abilities and the immense contribution she is about to make in the transformation agenda of Denel," said Group CEO, Shaun Liebenberg.

Patience is a scholar of Masters of Business Leadership with UNISA Business School and possesses a string of other qualifications. She is married to Takalani and they have three children, Gundo (girl aged 13), Takalani (boy aged 10) and Andani (girl aged 18 months).



pics by Howard Thacker

### Did You Know?

The Denel Macro Strategy revolves around:

- Implementing effective transformation and people management throughout the organisation
- Developing a commercial mindset
- Securing privileged access to a portion of SA defence spending
- Partnering with state agencies
- Focusing on developing commercially-viable businesses
- Securing equity partnerships; and
- Raising capabilities to world-class levels.

### Like to know more?

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