



feel the taste

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Twicy

news

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HUMAN RIGHTS MONTH - 2023



The 21st of March became an iconic date in the history of our country. This day marked an affirmation by ordinary people, rising as a collective to proclaim their rights.

The theme for 2023 is:

"Consolidating and Sustaining Human Rights Culture into the Future".

Whether we are at the workplace or in our communities, we all need to demonstrate the kind of responsibility that we would like to see in our country's future.

In terms of the Constitution, every individual has basic human rights, such as:

- Equality before the law
- Freedom from unfair discrimination
- The right to life
- The right to human dignity
- The right to freedom and security of the person

One of the ways we can recognise the fundamental worth of every single person is by acknowledging and respecting their Human Rights.



ED'S LETTER



This month marks three years since the country went into its first Covid lockdown. Since then the lives of many people has changed.

The pandemic has magnified all existing inequalities, not only in our communities, but also in the workplace. The question each of us needs to ask ourselves is: *what have I done to make a change?*

One brave voice is enough to open a channel for others to share their experiences and support human rights. While it might not be obvious, each of us has a surprising and significant influence on the lives of others.

Defending and promoting human rights is about the big and the small actions we all take every day. If we want society or our workplace to function more in line with human rights standards and principles, we must all make an extra effort.



Send your stories, pictures or comments to the editor:

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EMPLOYEE WELLNESS

National Nutrition Month is celebrated in March. It stresses the importance of a balanced diet and exercise.

Each year, the Academy of Nutrition and Dietetics (AND) creates a campaign to help people learn about making informed food choices and developing healthy eating and physical activity habits. This year's theme is "Fuel for the Future". It emphasizes eating with sustainability in mind.

Home gardens are an important source of food and nutrition. Home gardens have established a traditional way of providing food and offer great potential to improve household food security.

Gardening is also a great family activity that can promote family closeness. Working together on a meaningful project strengthens and reinforces bonds.

Here are a few tips on what vegetables to plant in March:

- Beetroot
- Cauliflower
- Carrots
- Celery
- Lettuce
- Onions
- Spinach



GETTING TO KNOW YOU...

ELSIE NTSASELA - CLEANER

Elsie Ntsasela started with *Dynamic Brands* on the 1st of October 2018.

She is originally from Queenstown and grew up in Whittlesea. Elsie started her primary school education at *Maria Louw Primary School* and completed her grade 12 at *New Eisleben Secondary school* in Phillipi, Western Cape.

She moved back to the Eastern Cape when she completed her grade 12 to find employment.

Elsie is a single mother of three, 2 boys aged 17 and 9 months and a girl aged 7.

She loves spending time with her family and enjoys singing and comedy.

Elsie is working as a cleaner and in the laundry. She is very passionate about her work and do it to the best of her ability.



THE IMPORTANCE OF CHANGE MANAGEMENT IN THE WORKPLACE

By Sarah-Jane Taljard

Change is an ongoing factor in today's business world, with organizations across the board needing to adapt and evolve to keep up with the latest trends and remain competitive within their given markets. However, change can be disruptive, and if not managed properly, it can lead to resistance, conflict, and inefficiency within the workplace. This is where change management comes into play...

What is change management? Simply put, change management is a systematic approach to managing organizational changes, which helps minimize the negative impact of these changes and maximize the benefits to be realised. In this article, we will discuss the importance of change management within a company and highlight the key benefits it may reap.

Many people consider change to be a hard pill to swallow and it for many employees their initial approach is to resist it. What this resistance looks like can come in various forms, such as reluctance to adopt new systems or processes, fear of losing job security or a general sense of discomfort when facing the unknown. So where does change management come in? Well, it helps minimize resistance by involving employees in the change process from the beginning. When employees are involved and consulted during the planning stages, they are more likely to accept and embrace change when faced with it.

In any organization, employee engagement is critical in attaining success. Understandably, when employees are engaged, they are more productive, motivated and committed to the organization's goals. Where change management comes in is that it helps enhance employee engagement by including employees in the change process. This provides employees with a sense of ownership and empowerment, which, in turn, increases their commitment to the organization.

By planning and executing changes systematically, organizations can identify the benefits they expect to gain from



the change and ensure that they are achieved. Change management helps organizations track progress and measure the success of the change, ensuring that the desired outcomes are achieved.

Organizational changes often come at a cost, both financially and operationally. When changes are not managed correctly, they can lead to increased costs due to project delays, rework and other inefficiencies. Change management helps reduce these costs by ensuring that changes are planned and executed efficiently, as it helps organizations identify potential road blocks and develop strategies to overcome them, thereby reducing the risk of delays and inefficiencies.

Effective communication is essential for successful change management. It helps ensure that everyone is on the same page and understands the purpose and benefits of the change. Change

management helps improve communication by providing a structured framework for communication. It ensures that all stakeholders are informed of the change and its implications and provides a platform for feedback and discussion.

In conclusion, change management is critical for the success of any organization. It helps minimize resistance, reduce costs, enhance employee engagement, maximize benefits and improve communication. By managing changes effectively, organizations can adapt and evolve to keep up with the ever-changing business landscape. Change management is not a one-time event but an ongoing process that requires continuous improvement and refinement. Therefore, it is essential to invest in change management to ensure the long-term success of the organization.

PICS FROM THE TRADE



Spar EC Trade Show - Gqeberha



Superspar Primrose Spin and Win



Quality Pinetown - SunSoda



Makro Strubens Valley - Fusion



Cambridge Tembisa - Fusion



Checkrite Verulam - Mr Orange

STAFF APPRECIATION

As Process Supervisor we want to acknowledge and thank the following staff for:

- Always being at work and on time.
- Being dedicated to their roles.
- Always willing to assist and go beyond their duties.
- Being team players.
- Always willing to assist in fixing problems in dept.
- Being respectful towards others and supervisors.

- Luvo Xapa
- Mathemba Gida
- Ayanda Pina
- Ondela Golimpi
- Mbulelo Tungu
- Lungisani Teyise
- Xolani Kupula
- Luyolo Batileni
- Ntsikelelo Matwa

From: Sonwabo Bottoman, Simthembile Katshaza, Artur Tanabot

“To deny people their human rights is to challenge their very humanity.”

Nelson Mandela.



STAFF NEWS

LONG SERVICE AWARDS:

Congratulations to the following employees on achieving 10 years' service with *Dynamic Brands*.

- Lwandile Brukwe
- Braam Coetzee
- Yanga Mzini
- Zimbini Nobaty
- Mandisa Nontsonto
- Mzonyana Somtunzi
- Zandise Soqinase

Thank you for your dedication and commitment.



BIRTHDAYS:

Happy Birthday to those celebrating their Birthdays this month. Nwabisa Matanga 1st, Simpiwe Khabalaza 5th, Bonda Pasile and Elsie Ntsasela 12th, Elliot Fasi and Samkelo Mtu 13th, Aludwe Modo 14th, Nomnikelo Matidala, Luyanda Myeki, Shaun Thompson 15th, Elliot Bolsiki 16th, Ntombozuko Mkabe and Simnikiwe Sibetzu 17th, Mzonyana Somtunzi 18th, Zinhle Mathaba 19th, Andile Njambe 21st, Augustine Ndiki 26th, Xolani Kupula 27th, Lumka Makayi 28th, Nokubunga Bucwa 31st. Congratulations to all and wishing you all the best for the coming year.