

ACHIEVING EXCELLENCE

ISSUE 5 | DECEMBER 2022

EDITORIAL
FESTIVE SEASON
CLUB ACTIVITIES

TOASTING
AND READING
ALONG WITH
CYRIL JUNIOR

DTM SPOTLIGHT-
WITH FUTURE NDLOVU

LEADERSHIP
AND DATA
ANALYTICS
WITH LIZA ZINDOGA



REDEFINING LEADERSHIP IN AFRICA



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EDITORIAL



NOTE FROM THE MANAGING EDITOR

“ Reflective thinking turns experience into insight. ”

Ho ho ho! December is nigh and I know most of us, me included, have slowly started to mentally and physically unwind and cannot wait for that time when you get to spend more time with your family and friends. For me most of that time will be spent around a table with food and drink.

Or maybe you are getting ready to travel, to go on that long-awaited vacation after the long hiatus due to the covid restriction. A time to reconnect face to face with friends or family. I don't know about you, but I can't wait! Phew!

The year end is also a time for reflection. As John C. Maxwell said, “*Reflective thinking turns experience into insight.*” How well did you meet your goals? What new skills did you develop? Don't forget to celebrate and be thankful for all the small and big wins that came your way during the year. This period can also be used to plan for the upcoming year.

Hope that you enjoy our current issue packed with stories to inspire and help you reflect on the past year

Leya Musunga

FROM THE DISTRICT DIRECTOR'S DESK

There is a time for everything. Now, this December is a time to reflect, celebrate and relax.

I reflect on what this year has been like. I reflect on the skills I was able to develop and apply to my work. This year, my club L'Avenir an Anglo-Francophone Toastmasters club played a pivotal role in my leadership journey, especially when I visited Mauritius and Madagascar. I had to put my French to the test, in some cases, on live TV and radio. When I reflect on this, I realise how much valuable Toastmasters is for my leadership brand.

On the celebrations field, I have too many to count! Truthfully, I have you to celebrate with! You have contributed to redefining leadership in Africa in more ways than I had imagined. I learnt of stories of the likes of Geert Klok from Maputo who applied his Toastmasters experience and is now chairing a board of Directors; Sikhanyisile Mabheha from Bulawayo who has been recording promotion after promotion with awards as icing for incredible leadership which she attributes to



Toastmasters. My biased favorite is celebrating Irina Nambininandro and Patricia Radavidrason from Madagascar who have grown from 1 club to 4 Toastmasters clubs in under 6 months! This is incredibly inspiring! Let us keep redefining leadership and documenting the history of it!

With all this, I think we can take time to rest! We have done our part. We may not have achieved all we wanted, but, hey, we have 2023 to come back stronger if we take this festive season to fill our cups with revitalising memories and energy for the upcoming year.

Happy holidays, see you bright and early in 2023!

Andrew Tsuro

LEADERSHIP

VACATION FOR LEADERS: WORK-LIFE BALANCE

It's that time of the year when people schedule vacations and take time off, but sometimes leaders struggle to detach. There are important reasons leaders must find a way to get away though—for themselves, and also for their teams and their organizations.

Here's why leaders must get away—and how they can create space to detach and reboot.

Mental Health

Getting away is critical to mental health. A key element of burnout is feeling trapped or overwhelmed, so the ability to reduce the pressure and get out of the race—even briefly—is critical.

Cognitive Health

When people feel stress, anxiety or depression, they release brain chemicals like cortisol and adrenocorticotropin which

exacerbate malaise when they are chronic. The opportunity to take a breath and reduce the focus on work and task-related stress provides critical periods of respite and opportunities to get some perspective—which comes from distance.

Social Wellbeing

When leaders fail to get away, they may do damage to their personal relationships. Missing the walk on the beach during the family vacation to attend a virtual meeting, or stepping away from a holiday celebration to take a call, sends the message work is more important than friends or loved ones.

Development And Empowerment

When leaders get away, it's empowering for the team and provides an opportunity for learning among team members. Taking vacation reinforces the trust leaders have in colleagues' capabilities and makes space for others to develop their skills.



Rigorous Processes

When leaders are disciplined about taking time away and turning off occasionally, they also drive the need for processes which are robust and which don't rely on particular people for effectiveness.

Culture

Sociologically speaking, people learn through watching, listening to and experiencing other people. Cultures tend to be a reflection of the people who lead them, so the choices leaders make about how they spend their time send important messages to the organization.

Noma Muzunze

STRESS MANAGEMENT

Stress levels can increase during the holiday period. High stress level affects one's mental health, performance and can lead to burnout. Here are a few ways that one can manage stress:

1.Exercise - Working out regularly is one of the best ways to relax your body and mind. Plus, exercise will improve your mood. Focus on setting fitness goals you can meet so you don't give up. Most of all remember that doing any exercise is better than none at all.

2.Relax Your Muscles - When you're stressed, your muscles get tense. You can help loosen them up on your own and refresh your body by:

- Stretching
- Enjoying a massage
- Taking a hot bath or shower
- Getting a good night's sleep

3.Deep Breathing - Stopping and taking a few deep breaths can take the pressure off you right away. You'll be surprised how much better you feel once you get good at it. Just follow these 5 steps:

1. Sit in a comfortable position with your hands in your lap and your feet on the floor. Or you can lie down.

2. Close your eyes.

3. Imagine yourself in a relaxing place. It can be on the beach, in a beautiful field of grass or anywhere that gives you a peaceful feeling.

4. Slowly take deep breaths in and out.

5. Do this for 5 to 10 minutes at a time.

4.Eat Well - Eating a regular, well-balanced diet will help you feel better in general. It may also help control your moods. Your

meals should be full of vegetables, fruit, whole grains, and lean protein for energy.

Sarah-Jane IP Kwong



COMMUNICATIONS IS THE KEY

It's said that effective communication is the key to great leadership. There are two ways that people can communicate;

1. Leadership communication where leaders often deliver one way to the team like inform, update of the company,
2. Upwards communication where the executive member have to communicate through email, reports, chats and a slot in a standing meetings. It is mostly a formal type of communication.

Communication skill makes a better engagement and increases motivation. It reinforces the fact that your people are key to a unique company and club. It also helps to increase morale and lack of communication will negatively impact productivity. For example, if there is no communication from the executive members to the club, the members won't do any speeches and there won't be any levelling up. Without the levelling up, that will lead to no DCP points and no DCP points, no Distinguished Club. That would mean a silent club.

Communication also helps between members via less conflict because a miscommunication or poor communication creates a negative relationship or even a toxic one.

Some ideas to help in better communication

Think it through

There are many communications frameworks, but if you want to improve your communication skills, start by getting in the habit of thinking through these 5 questions for any communication you create:

- Why are you communicating?
- Who is the receiver, audience, or participant?
- What is your goal or objective?
- What do you want the recipient to do as a result of the communication?
- What format will best accomplish your goal?

Voice out

Without voicing out, people will always miss understanding you and miscommunicate with other people. Without voicing out your ideas, it won't go through. If you are struggling, tell the group and do not attack other people. If you tell the small group, they may help you and give more ideas or advise than one person.

Communication is the key because without it we can all be misled and have different ideas of what we think.

Sarah-Jane Ip Kwong



MEANINGFUL EMPLOYEE RECOGNITION

Employee recognition refers to all the ways an organization shows its appreciation for employees' contributions. It can take many forms and may or may not involve monetary compensation. Employee recognition helps to retain top talent, increase employee engagement and encourage high performance. Employee appreciation is linked to higher job satisfaction and to creating a meaningful employee recognition culture.

While there is no universal programme for every organization, there are five key elements of meaningful employee recognition that all managers can use.

1. Recognition must be specific, be relevant
2. It must be timely
3. Recognition comes in many shapes and sizes
4. Little things go a long way: While it's crucial to recognize major accomplishments, don't overlook the power of the everyday thank-you to motivate employees. Writing handwritten notes, or using the intranet to promote the good behaviours of individuals.
5. Connect to the bigger picture: Recognition helps employees see that their company values them and their contributions to the success of their team and the company overall.

Here are some examples of how some winning organizations recognize and reward their employees in meaningful ways.

1. Make it easy for managers to celebrate employees

Global hotel chain, Hilton, provides managers an annual Recognition Calendar that features 365 no- and low-cost, easy-to-implement ideas for thanking employees. The calendar includes reminders and tips for enterprise-wide, brand and department recognition programmes; appreciation best practices; important dates like International Housekeeping Week; and recognition quotes to share with employees. It also allows users to add employee service anniversaries and local events.

2. Make recognition a red-alert event

When clients of professional services firm Crowe respond to a satisfaction survey with the names of individuals who have gone above and beyond during projects, the survey generates a "Recognize Alert." Crowe takes Recognize Alerts one step further with its Pay It Forward programme. Individuals who were recognized can "pay it forward" to other colleagues who played important roles in serving clients but weren't mentioned in the survey response.

3. Meaningful gestures of gratitude

Health care system Texas Health Resources recognizes employees' milestone years of service at five-year increments. At every milestone, honourees receive a beautiful customized celebratory yearbook. Each yearbook opens with a personalized congratulatory message of appreciation from the CEO. Inside, the honouree finds messages of thanks and appreciation from their manager and co-workers, as well as photos of the employee at work with their team, having fun and contributing to the mission.

Noma Muzunze

LEADERSHIP AND DATA ANALYTICS

How would you celebrate your 40th birthday? In June 2019 Liza Zindoga celebrated this milestone by joining Toastmasters. A wife, mother, entrepreneur, philanthropist and a queen of data analytics, since joining Toastmasters she has taken on various officer roles such as SAA, VP Membership, President, Area Director and currently serving as Division Z Director in Zimbabwe.

Q: What lessons have you learnt from each role.

A: I learnt that leadership is all about service, as you serve you get to learn critical skills on how to deal with different types of people. As a leader you have certain goals that you need to meet, you obviously need your team to help you achieve your goals. The roles I have taken up so far have helped horn in the skills necessary to get the most out of my team members.

Q: As an entrepreneur, do you believe data analytics is key in business success?

A: Luis Alberto Urrea says “ Numbers never lie.” and Peter Drucker says “If you can’t measure it, you can’t manage it.” As an entrepreneur it is critical to always look at the numbers so you can quickly make decisions and manage situations.

Q: Numbers scare a lot of people? How can you help those who are gripped with this fear?

Unfortunately, there is no way we can run away from numbers especially if one wants to be a successful leader. Those afraid of numbers need to find a way to at least tolerate them, there is no way out.

Q: How do you intend to empower your Division and the whole District in this area of data analytics?

A: I intend to constantly update the Division and the District on club status as indicated by the dashboard while helping each member to understand what the numbers mean and what role each member plays and ensuring that set goals are met.

Q : Where else can one use this numbers game in Leadership?

A: The numbers game is useful everywhere, as a leader you need to be able to track progress on a project or any other task. The only accurate way to track something is when you can quantify it.

Q: One of your dreams was to grow Division Z into 2 Divisions, what sort of data strategies are up your sleeve in this regard?

A: The mathematics is simple; we just need to add more clubs in order to multiply Division Z into two. The goal is to add at least 10 clubs this year to bring our total to 37 clubs.

Q: Besides being a queen of data analytics, how else do you want to be remembered?

A: I would like to be remembered for touching as many lives as I can in one of two ways.



1. Helping people discover their potential through improved confidence, and realize their ability once the fear is taken away.

2. Helping those less fortunate find hope in knowing that there is support from their fellow men.

Q: In closing it is said that, success is a numbers game, what’s your comment?

A: Too many leaders don’t know the numbers that matter most — that is, the true measures of success for their organization. Numbers quantify the qualities in a relationship. To make sound decisions, leaders must know and communicate the intensity of those qualities that form the relationships most valued by their organizations and most indicative of health or weakness

Noma Muzunze.

LEADING WOMEN SERIES ZIVAI MATONDO

In this series, we highlight the professional challenges and aspirations of leading women who serve in Toastmasters. Gifted with the Midas touch, I have seen everything she touches turn to gold, from ordinary to extraordinary. She is Zivai Matondo, 2x DTM and currently one of the two District 74 Club Growth Directors.

Q1: What’s that one thing that you’ve had to sacrifice for Toastmasters?

SLEEP-Sometimes you aren’t going to get 7 to 9 hours of sleep. There are times I have tasks that require me to put in the hours as I have my other roles to carry out.

Q2: What kind of barriers did you experience prior to your current role?

With an administration background, I had not formally studied marketing until my MBA in 2020/2021.

What this meant was I had never worked on a comprehensive marketing plan and a budget at an executive level. The barrier I faced was the lack of experience in preparing these, however, Toastmasters is a learn by doing programme and so at the end of the day I was able to overcome this barrier.

Another barrier has been low self esteem that raises its head just as I embark on challenging roles. I tend to second guess myself but I have learnt to manage that and so by the time I took up the role I was fully confident I would deliver on my mandate.

Q3: What are the traits you admire the most in a leader?

The following 7 are the ones I admire the most in a leader;

1. Willingness to Listen- Effective communication is a core skill of all leaders. A leader needs to listen twice as much as they speak.

2. Perseverance- A leader has to find ways

over hurdles and roadblocks, solve problems, encourage the team to keep going even if things aren’t going according to plan. Turbulent times call for perseverance.

3. Honesty- The most effective leaders recognize the importance of being honest about situations their team or organization may find itself in. Leaders need to be honest rather than trying to deceive team members or sweep things under the carpet.

4. Selflessness- Respected leaders recognize the fact that they have accountability for their teams. It’s their responsibility to step in with guidance, instruction, and



encouragement whenever necessary. And, that means that they can’t be selfish. More often than not, they have to set aside their own plans and desires in order to offer that required support.

5. Decisiveness- Strong leaders are decisive. They are able to provide quick, clear, and well-informed directions to help those they are leading to navigate even the stickiest of situations.

6. Trust- Trust is an undeniably important leadership quality—and it starts by placing your trust in the people that you’re leading. Team members need to feel trusted to carry out their roles.

7. Integrity- There’s little that’s more frustrating than a leader who says one thing and then does the total opposite. A leader’s

word and actions need to hold true.

Q4: What is the best advice you’ve ever received?

Never stop learning and growing as a person.

The more you learn and grow, the better your life will become. Jim Rohn says “Income seldom exceeds your personal development.”

Q5: As a female leader, what are the biases and assumptions you’ve experienced from others?

I must say within Toastmasters I have not as yet experienced the biases and assumptions that most women leaders would experience in the corporate world. I guess being an organization that provides a safe and positive learning environment I am being afforded the opportunity to learn.

Q6: What’s one thing you learnt recently that you would not have believed in just six months ago?

Figure out the balance. All leaders need to disconnect to ensure balance of work life with home life. Burnout is real. To be your best,

you need to be at your best.

Q7: What is the best advice you have for someone to differentiate themselves?

Sometimes your future can’t fit in because you are too full of your past. A new story can’t be born because you are too full of your old story.

Ordinary is very, very easy to do. Just go out there and do nothing and you are ordinary. It’s crowded.

Your extraordinary is waiting to be born through you. Be the authentic you who does everything and I mean everything with excellence

Martha Mpakula

Taking Charge: Your First 100 Days on the Job- part 2

In our previous issue we looked at what one can focus on when in a new position. We have looked at the first eight out of the twenty-five suggestion, and in this edition we continue with the next eight suggestions;

9. Maintain a confident, optimistic manner, and do good work. Expect success. Followers like leaders who are confident, competent, and optimistic, and because good leaders almost always achieve success, success becomes the expected norm. Humor also helps, especially if your sense of timing is good.

10. Focus on three important themes. Early on, take some time to determine three important points that you want everyone to know about your organization. Develop a sound bite for each point so you can speak effectively about it in appropriate situations.

11. Closely review the performance appraisal and organizational reporting systems. Make certain you understand what data you will have to steer by initially.

12. Spell out the behaviours that simply will not be tolerated. At the same time, gently encourage day-to-day actions that you believe are effective. Examples of the former might be accepting expensive gifts from vendors; filing extravagant expense reports; making sexist, racist or elitist comments; overlooking typographical errors in important letters; shipping imperfect products; and mistreating the worker bees.

13. Notice the dedicated ones. Watch to see who comes to work early. Ditto for those who work late. Find out what motivates them.

14. Notice the creative ones. In every organization there are a few people who can be depended on to think outside the box. They always have new ideas, they may be an excellent source of ideas for new products or services. Be cautious, however, until you know whether you can trust their judgment.

15. Keep some free time on the calendar for wandering around and dropping in. Thomas J. Peters and Robert H. Waterman Jr., in their seminal book, 'In Search of Excellence: Lessons from America's Best-Run Companies', immortalized the concept of MBWA: management by wandering around. Chance encounters in hallways or cafeterias can provide the spice for the organizational brew, and when you drop by someone's office you may learn things you

would never learn from reports or memos.

16. Meet with your high potentials. Schedule a gathering with your outstanding young people. They are the organization's future. You may want to have a quarterly breakfast with them. If you don't have any high potentials or none have been identified, you may have more problems than you think.

When identifying high potentials, however, go slowly until you are well enough informed to pick the truly good ones. Don't let it become a teacher's pet contest.

Noma Muzunze



EDUCATION

MEMBER SPOTLIGHT: MANTOE PHAKATHI

Mantoe Phakathi joined Toastmasters for several reasons. She works in the communication space where she needs to make a lot of presentations. "I find it hard to express myself in front of many people. I'm comfortable talking to one or two people, but as soon as I stand before a crowd, I fumble because of my nerves," she explained. She is a reserved person who struggled with confidence for years preferring to remain in her shell. When she heard about Toastmasters from a friend, she decided to join to build her confidence, public speaking and presentation skills.

A Toastmaster for the past two years,

when asked what keeps her motivated, she said, "The difference I want to see keeps me motivated. I believe in a world where there should be no one who fails to afford the basics to make them thrive in this world. I wake up every day wanting to make a difference in people's lives, especially those from disadvantaged backgrounds."

Mantoe enjoys reading books and spending time with herself. Her favourite book is Think Like a Breadwinner, authored by Jennifer Barrett. It's a book that tries to help women to understand that they are responsible for their financial independence.

Leya Musunga



MEMBER SPOTLIGHT: WADZY PENDEKE



Wadzy Pendeke a member of the Global Women Extraordinaire joined Toastmasters after she realised she wanted to break out of her shell. Wadzy has

always been the dreamer and is now ready to live her dream! She has always wanted to be a seasoned and confident public speaker and always looked out for any opportunities to network, learn and grow. She decided to join toastmasters specifically for that and more. She is here for success as an individual and as a team. Wadzy believes that to be a leader at the top, you need to hold the hands and walk with those who have made it there. Toastmasters is a place where leaders are born and she is on her way up!

Martha Mpakula

INTENTIONALITY

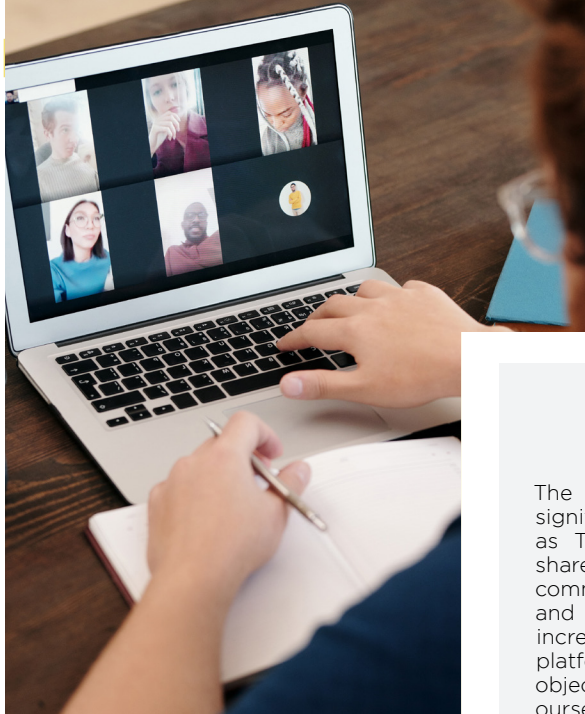
Have you ever started a new venture in which you were filled with excitement and anticipation, but only to lose steam a few weeks down the line? The interest in the venture soon wanes and you may even eventually abandon it. The missing constituent in such scenarios is often intentionality – for a myriad reasons, somewhere along the way we lose sight of the original intention and purpose. Regardless of the reason for loss of steam – always revisit your original intention.

Toastmasters affords one the opportunity to grow and develop as a leader and speaker. In order to reap the full benefits of Toastmasters, it takes time, commitment and effort – simply put, it requires for you to be intentional about your Toastmasters journey. Numerous people eagerly join Toastmasters but fail to reap the full benefits due to lack of intentionality.

Being intentional requires you to consciously plan and implement those plans within your set time frames. Distractions abound all around us but intentionality with keep you focused on the prize.

Rudo Masango





“Always remember to exhibit integrity and respect for others when utilizing digital media platforms.”

MEMBER SPOTLIGHT: RATSIRONKAVANA LUCKA CEDRIC

Ratsironkavana Lucka Cedric a Toastmaster from CRS Toastmasters club in Madagascar, joined Toastmasters because he wanted to improve his spoken English and for his own personal development. “I also want to make new friends and have a new professional network,” he shared. Having joined just two months ago he has already started to see some improvements. He has learnt how to frame his camera for his online presentations and has

been enjoying learning new vocabulary. With the new skills he is acquiring he hopes to be able to get his dream job of working with the United Nations.

Leya Musunga



EDUCATION SEGMENT

DIGITAL ETIQUETTE

The virtual world has become a significant part of our lives where, as Toastmasters, we hold meetings, share information, learn new skills, communicate with other members and even network and socialise. This increased and critical use of digital platforms to achieve our various objectives requires that we acquaint ourselves with a few helpful digital etiquette skills.

1. Be kind, courteous and considerate of others.
2. Identify yourself clearly in online communications especially where the person that you are communicating with doesn't know you.
3. Respond to messages promptly.
4. Never send spam and respect the

- purpose of every platform that you are in.
- 5. Proof read and review what you have written before sending or posting.
- 6. Be careful of the tone of your online communication. Avoid sarcasm, offensive topics and humour that may be misinterpreted.
- 7. Respect other people's time and data limits.
- 8. Yes grammar and spelling also matter in online communications.

Always remember to exhibit integrity and respect for others when utilizing digital media platforms.

Edith Utete

REV UP YOUR MEETINGS

Wame Namponya

The reverse, or upside down meeting, runs in precisely the opposite way of the Toastmasters meeting as we know it. The programme starts with the Sergeant at Arms officially closing the meeting and then proceeding with the evaluations session prior to hearing the reports from the role players and the prepared speeches. The meeting finally ends with the President giving opening remarks followed by the SAA “opening” up the meeting at the end. This type of meeting is curated towards creating a fun environment for members to have a different Toastmasters experience, whilst still maintaining the fundamental Toastmasters meeting objectives.

EXPERIENCE OF A VPE; MARTHA MPAKULA

That feeling you get when you find something worthy is not something you always realise immediately. Martha Mpakula says she felt the value of Toastmasters with time, after giving herself time and having grown inner patience. Agreeably, how great you become is ultimately up to you. Looking for a platform where she could grow her confidence, Martha joined Toastmasters just over three years ago. She has served in several leadership roles including that of Vice President of Education (VPE).

Asked about her experience in this particular role, she said, “To lead is to influence others and one of the best ways to influence others is to show them that you are there to help them achieve their goals.” By serving others to meet their goals, she made it easier to lead them to HER goal.

Tasked with doing a large chunk of meeting organisation, Martha said she enjoyed being the ‘ultimate Club mentor’ as well as being the second highest officer on the executive board. Besides having to promote the Toastmasters educational programme, her main duty was to educate, encourage and retain Club members.



As VPE, “I was the face of the Club and the one on whom the reputation of the Club largely depended too! It was such a daunting task.” Her decisions had impact on the learning of members, and directly influenced their rate of learning and satisfaction with the Club as she had to create the right environment in general and the programmes in particular which allowed Club members to learn. The role entailed tough challenges and made her morally strong by the end of her tenure.

Due to the Toastmasters positive communication and leadership influence, Martha's transferable skills now include, scheduling, conflict resolution, negotiations, strategic planning, time management, recognition incentives, event / meeting planning, personnel development, career planning, training and networking.

Edith Utete

DTM SPOTLIGHT - FUTURE NDLOVU

Rudo Masango

The Distinguished Toastmaster award (DTM) is the highest award Toastmasters International bestows on an individual. The award recognises a superior level of achievement in both communication and leadership. Future Ndlovu, Immediate Past Division Z Director, gives us a peek into her journey to become a Distinguished Toastmaster.

Q1. How has your Toastmasters journey been so far?

It has been nothing short of rewarding. Among other roles, I have served as Club President, Vice President Education, Area Director and Division Z Director. Division Z was recognised as the top Division for 2021/2022 in my tenure as Division Director. The more I got involved in various Toastmasters roles and worked on my Pathways Education curriculum, the more confidence I gained.

Q2. Now that you are a DTM, what is next?

I would like to add value to others by paying it forward within and outside of

Toastmasters. With Toastmasters there is unlimited growth and my mind has opened up to realise new opportunities to serve and grow.

Q3. Any words of encouragement to those wanting to become DTMs?

Commit to the journey, have accountability partners to keep you on track and have a mentor who has walked the journey before you. As you work towards fulfilling all requirements to be a DTM, you will discover yourself and a better version of yourself will be unleashed.



FESTIVE SEASON CLUB ACTIVITIES

End of the calendar year is a good time for reflection on what has been achieved and experienced while also mapping out new plans for the future. As Toastmasters' clubs this may be an opportune time to show appreciation for your valuable club members.

Here are some ways to celebrate and appreciate each member of your Toastmasters family;

- Host a meeting with a celebratory or Thanksgiving theme. Members can come dressed up in a particular theme to make it more festive and fun.
- Exchange gifts. Have everyone bring a gift to the meeting then exchange them randomly.
- Write thank you notes to the members who have inspired and impacted you the most.
- Members can write down one or two nice things that they admire or like about other members. This game can serve as a way to show appreciation for each other while also giving members an opportunity to reconnect with each other.
- Invite less privileged members of your community to attend your meeting so that they can also tap into what it means to be a Toastmaster while giving them an opportunity to participate.
- Incorporate some Thanksgiving trivia and dish out prizes to the best participants.
- Don't forget to take lots of pictures and to add them to your Club's photo album.

Most importantly, be sure to unwind and enjoy the festive season and all that it brings.

Edith Utete

EVENTS AND ENTERTAINMENT

TOASTING AND READING ALONG WITH **CYRIL JUNIOR DIM**

Have you ever had an opportunity to participate in the Toast and Read Along sessions with Distinguished Toastmaster Dorothy Chanakira? These sessions offer a dynamic and fun way of going through the Toastmasters monthly magazine together, learning and reflecting on the content. It's like a virtual reading club that would ordinarily meet at a rustic coffee shop with a serene and homely ambience.

At the most recent session, DTM Dorothy chaired a highly inspiring discussion with the 2022 World Champion of Public Speaking Cyril Junior Dim. The virtual room comprised of a sizeable number of Toastmasters from various clubs across the globe and the rich discussions were centered around the articles in the latest magazine. The Zimbabwean-born; Poland-based Cyril makes the cover story and after reading through some of the articles, the meeting eventually landed on the feature story. This story explored Cyril's journey to the World Championship, the support system that propelled him and the emotions that he went through taking to that stage and conquering it. His winning speech was phenomenal. It was titled "Ndini"; a beautiful piece centered around a Zimbabwean vernacular word which means "This is me." This article leaves the reader lofty with pride and inspiration!

A discussion followed during which Cyril graciously answered a few questions from the online participants. He was also asked about how he picked the "Ndini" speech and the story he told revealed the diligence and determination that drives him. He mentioned that his coach, a fine gentleman with an ear for technical speaking competence had found all his



five speech options to be suitable but to pick a speech they began to speak to test the speeches in front of various audiences-including random strangers. This was obviously nerve-wracking and unimaginably uncomfortable but it had to be done. It was when he politely imposed himself on a young couple who were on a date and asked for their 7 minutes to give a speech to them that he got his aha moment. The young lady on the date, contrary to her partner, was initially evidently uninterested in this presentation but eventually got hooked and deeply engaged with the speech. Her kind of connection with the speech was what convinced Cyril that "Ndini" was the one.

The biggest takeaway from this session was that "you are never too old to learn, nor too young to teach." Cyril is a young man with a very mature, dignified yet humble demeanor. The virtual room had many participants who were of advanced age and found him to be a great role model for their sons, yet in this context, he was sharing profound wisdom that illuminated his great leadership traits that inspired the adults.

Tsungai Manyeza



FINISH STRONG

In the 2022 Comrades marathon there was a runner, Jenna Challenor, who as she was approaching the finish line stumbled and fell down twice. In her second fall, just a few meters from the finish line she was not able to get back on her feet, she ended up crawling on all fours to cross the finish line and earn her fourth-place title. The theme for the final meeting of the year for both Gaborone Toastmasters club and Gaborone Breakfast club was aptly themed Finish Strong, inspired by what Jenna had to go through. It was interestingly the first in-person meeting for Gaborone Toastmasters Club who have been meeting online for the past two years. The night was filled with great speakers who wanted to experience giving speeches in person, and a very interesting Table Topics Session. It was also a night of starting strong for the two Ice Breaker speakers who decided to give their first Toastmasters speeches at this last meeting of the year.

Leya Musunga



EVENTS AND ENTERTAINMENT SEGMENT

The First Maycon #Thundercon2023 out of South Africa. It is taking place at one of the 7 Wonders of the World. This is going to offer one of a kind experiences, and you don't want to miss it for anything. There will be plenty of entertainment, inspiration and lessons.

Tickets are limited, book yours now at www.maycon.co.



TOASTMASTERS SOUTHERN AFRICA THUNDERCON 2023 ELEPHANT HILLS HOTEL

FROM THE 4TH TO 6TH MAY

EARLY BIRD SPECIAL PACKAGES

Full Conference + Gala Dinner - \$167 (Note - This Package Does not include Accommodation)

Full Conference + Gala Dinner + None Sharing Accommodation- \$497

Full-Day Conference + Gala Dinner + Sharing Accommodation - \$377

Day Tickets Conference - \$67

Gala Dinner - \$40 (RSVP Required)














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BOOK YOUR SEAT BY
31st OF DECEMBER



District 74 | Southern Africa

December Club Anniversaries

B

- Flyers Toastmasters Club(2)
- PoWerCommunicators Toastmaster (4)

D

- Westlake Toastmasters (7)

E

- Northern Star Toastmasters (33)

H

- 4th Dimension Club (20)
- Bryanston Breakfas Toastmasters (7)

I

- Alberton Toastmasters Club (37)
- Bedfordview Toastmasters (48)

L

- Melrose Arch (9)

O

- Eloquent Speakers Club (16)

S

- AON Empowered Toastmasters (3)
- Multichioce Toasties (4)
- My Academy Multichoice (4)

Y

- Transnet Trailblazers (10)



District 74 | Southern Africa

Upcoming District Meeting Dates

JANUARY

Wednesday, January 18, 2023 | 17:15 to 18:00

Speech Contests | Table Topics®

Wednesday, January 25, 2023 | 17:15 to 18:00

Guests to Members Conversion - Sell the Sizzle

New Clubs

Bagatelle Toastmasters

Charter Date 15 November 2022
Division B

Leadership Squad

Charter Date 04 November 2022
Division L

RSM Toasties

Charter Date 04 November 2022
Division I

The Incredibles

Charter Date 04 November 2022
Division M

