

ACHIEVING EXCELLENCE

ISSUE 9 | APRIL 2023

**ADAPT,
ADJUST AND
PERSEVERE**

ENGAGING A
DIVERSE AUDIENCE
USING HUMOUR

**PERSONAL
BRANDING (PART 2)**

NO
CHALLENGES
ARE TOO BIG

*TAILORING THE
TOASTMASTERS
EXPERIENCE*

**20
PAGES**



REDEFINING LEADERSHIP IN AFRICA



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NOTE FROM THE MANAGING EDITOR

“Success is not final; failure is not fatal: it is the courage to continue that counts.”

As we slowly approach the District International speech contest, most Areas and Divisions have already concluded their various contests. Contest roleplayers were in high demand. The likelihood of members feeling worn-out from the experience is high and those who participated but didn't come out on top may be feeling a sense of failure. Winston Churchill once said, “Success is not final; failure is not fatal: it is the courage to continue that counts.” The lesson is that success and failure are part of the journey, both are just phases and are not permanent.

As always seen from successful people, the courage to move on with the same aim makes them successful. So, do not stop making daily progress. Once you stop putting in any effort you can never taste success.

I am so excited about this month's issue as it is filled with stories of people who had the courage to continue despite challenges that may have been in their ways. I hope you will be inspired to keep moving on too. We would love to hear your stories, as I am sure there are stories out there that have not yet been told. Please write to us and submit your stories at achievingexcellence74@gmail.com Enjoy our April edition.

Leya Musunga

FROM THE DISTRICT DIRECTOR'S DESK

Recently, I sat in a boardroom with departmental heads, discussing whether they would be able to continue operations going forward. I was meant to help them come up with new sales strategies for their organisation and how they could leverage their teams. They had “tried everything!”

Have you ever been in a situation where you felt you had tried everything and it was just a matter of time that you would give up?

I realised that in all those moments when I felt I had “tried everything” – I had just tried a few things repeatedly. When I listened to other people's views and insights, I was able to explore new avenues that helped me to overcome the challenges. My success lay in the peripheries of new approaches to the same problem.

Now, in Toastmasters, this could be our Club experience. It might feel like you have tried everything to make your Toastmasters journey exciting, but until you invite another fellow Toastmaster to share their views and insights, you might realise that you had just tried a few things repeatedly. I have



my circle of Toastmasters across the world helping me become a better leader. Who do you have in your circle?

Let us leverage off our Toastmasters relationships to turn around any dead-end mood, to the thriving and exciting journey that Toastmasters affords us – that way, we can keep redefining leadership in Africa – one community at a time!

Happy April!

Andrew Tsuru, DTM

LEADERSHIP

THE THIN LINE BETWEEN ENCROACHMENT AND COLLABORATION

All effective teams are characterised by high levels of collaboration. However, efficient teams are those in which team members know how to collaborate without crossing operational boundaries. In other words, collaborative teams work even better when members do not overstep their boundaries and encroach into the work of other members. This is a common yet usually uncomfortable phenomenon to handle within a team and can cause discord within the team. All team leaders must keep an eye out for this phenomenon and work tactfully to deal with it in order to promote positive team cohesion.

How does encroachment happen in teams?

Individuals who may be talented in one area which they are not responsible for begin by giving suggestions to the other team member. Over time, they find ways to begin to take over small activities and eventually start overstepping boundaries.

When getting credit is very important for members, some team members end up delving into other people's portfolios in order to appear as being very valuable to the team.

When there is uncertainty of roles. Some team

members may be uncertain about their roles and find themselves moving around the field to make themselves valuable and begin to cause confusion by overstepping boundaries.

When there is a crisis or pressure of time. Usually people's different personalities are dialed up here. Those with domineering personalities step up and take over the show without sensing the need to consider other team members.

How can leaders identify and manage team members who encroach on other team members' territories?

Establish clear role descriptions. This is something that Toastmasters has done very well. All office bearers have clear role descriptions and everyone is offered training for each role.

Be mindful not to single out credit for an achievement. Each time the team wins, be as collective as possible so that everyone knows their effort is appreciated, therefore they do not need to put in more than necessary effort to please the leader.

When in crisis, do set some time to allocate tasks and follow up with support to all members. This way everyone stays in their lane while working



towards a common resolution. Beyond the crisis, take time to officially return everyone to their original place so that none may assume they have extended roles after the eventuality.

Taking a leaf from how Club roles are managed in Toastmasters can go a long way to help leaders facing similar situations.

Tsungie Manyeza

PERSONAL BRANDING (PART 2)

A personal brand is a lifelong project that constantly evolves and changes. Here is the conclusion to the 10 golden rules for creating an engaging, unique and inviting personal brand.

6. Create a Positive Impact.

After you've developed your personal brand over a period of time, there are generally two ways to continue to build your brand - hop over others and burn bridges or steadily grow a community around your brand. Remember you are your brand, no matter what your current job is, what project you happen to be working on at any one time or whatever the priority

happens to be today... always keep in mind the impact you leave on others and remember all we have is our own reputation and that's our brand.

7. Follow a Successful Example.

"People interested in personal branding need to start marketing themselves like the celebrities and influential people that they look up to every day," explains Jason Wong, CEO of Won Ghaus Ventures. Creatively dissecting social analytics and establishing the next big trend can be within your grasp too, if you pay attention across all social media platforms and not simply focus narrowly on one of them.

8. Live your Brand.

Your personal brand should

follow you everywhere you go. It needs to be an authentic manifestation of who you are and amplify what you believe.

9. Let Other People Tell Your Story.

The best PR is by word of mouth. Aaron Orendorff, editor-in-chief at Shopify Plus, tells his personal story through lively videos and the occasional bunny co-host or two and his audience remembers. They're able to recall the bright outfits and the animal friends and tie those pieces of the story to their interpretation of his brand. As he eloquently states: "Personal branding is the story people tell about you when you're not in the room."

10. Leave a Legacy.

Once you've built your

personal brand with a reputation and community behind it, the next step is to think about the legacy that you'll leave behind. What are the keywords and actions that you want to be known for.

Noma Muzunze





MY LEADERSHIP JOURNEY

Within Toastmasters International, I have had the opportunity to serve my Club and our District in various leadership roles. At Club level, I served as President, VPE, VPM, VPPR and Secretary; and then at District level, I took up the roles of Area Director, Division M Pathways Guide, District 74 Pathways Chief Guide and finally Division M Director. All these roles have taught me five important aspects of leadership that I believe, sharing with you all, will encourage you to commit yourself to volunteer for any leadership role. And these five aspects are shortened by the acronym SALES. Hang on and be at ease as I clarify these for you.

.....
“Leadership is an action, not a position” – Donald McGannon

 ”

Firstly, S stands for SKILLED HELPER. Leadership calls those committed to lead others to be equipped with the skills vital for serving others selflessly. Our members need a helping hand to pursue their communication and leadership skills through Pathways. Equipped with Pathways experience, I have helped a number of members learn how to navigate and interact with Pathways. When they find themselves stuck and have approached us for a hand, are we always ready and committed to offer them a helping hand?

Secondly A stands for AUTHENTICITY. All of us are unique and hence gifted with unique talents. With these talents, we need to serve others as we are, not by copying others. Be an original, who you really are, as a leader, no matter what, and with this originality you will embrace those you are leading. Are

you yourself? Or are you busy copying others' leadership styles? Introspect to find your true NORTH.

Thirdly, L stands for LEADERSHIP. This aspect looks at action. Are your actions those of making others committed to achieving their goals or not? As a leader, influencing those you lead for a cause, matters most. Hence share your vision with your team for them to own it and work with you to actualise it. Does your team know your vision? Do you help them see their own DREAM vividly?

Fourthly, E stands for EXCELLENCE. Shoot for the moon, even if you miss, you land among the stars, I quote Les Brown. In life as a leader, I have learnt to do or offer the best. Listening attentively to others and asking for other's views have helped me to perform my tasks excellently as a leader. Are you willing to listen to others intently?

Finally, the last S stands for SERVICE. As a leader, I learnt that members always need my hand even in times when I am tired and need rest. Despite this state, I have risen to the occasion to assist them accordingly. How have you served your members?

Reflecting on SALES will help you see whether you have served your members well or not, to be action-oriented and to be a leader that members are keen to associate with. Do you practice SALES?

Robert Salijeni



INVEST IN YOURSELF THIS RENEWAL SEASON

Have you renewed your Toastmasters membership? One of the surest ways to ensure that we keep benefitting from the Toastmasters model is to keep up to date with our membership dues. Paid twice annually, our dues guarantee that we have access to Base Camp and our Pathways resources; have the ability to take up roles at meetings, contests and other Toastmasters events and, most importantly, it guarantees that we can continue to invest in our leadership and communication journeys with like-minded individuals.

Should you wish to continue your Toastmasters journey but are unable to do so because of lack of funds then the Garmeson Fund is available to subsidise a portion of your membership dues. Talk to your Club President about it and they will give you more information.

Wame Namponya



CONTEST SEASON AS A MEANS TO BOLSTER LEADERSHIP

Crowning a speaking champion is one of the most fulfilling tasks in the Toastmasters programme. With the work that speakers put into their speeches, one can only marvel at the skill, tenacity and overall grit of contest speakers. Contest season, however, also creates an opportunity to bolster leadership by availing oneself for certain critical roles. Here is how you can use contests to become a better leader:

Sign up as a contest convener. This person is responsible for the overall success of the contest and delegates roles to various individuals to ensure the smooth running of the contest. A contest convener can also host the contest as part of the Pathway Level 5 High Performance Leadership project which requires members to use all of the skills that they learnt to host an event.

Take up a Role. From the Contest Chair to the Chief Judge and even to the Ballot Counters, Zoom Master and Sergeant-at-Arms, all these roles are essential for the running of a contest. Members can test themselves by taking up a leadership role that will push them beyond the Toastmasters meeting roles.

Wame Namponya

MIXTURE OF LEADERSHIP STYLES

Everyone has their own leadership style. What is your leadership style? When you reach level two of any of the Toastmasters Pathways you have to answer this question. When I went through the project survey questions, I discovered that I had a mixture of all the leadership styles.

Great leaders need to have confidence. I knew that before starting my Toastmasters journey, I didn't have any confidence, leadership traits and I used any leadership style to my colleagues that I had just met when I started my job. After four years in the workforce I have some mixture of style with each colleague. With one of my colleagues I work by giving more interaction time, sharing some skills and techniques of using the machines and motivating them to keep coming to work. Sometimes I have to make some impromptu decision, for example, if a teammate has wrongly cut a design, I then figure out how to save the day so that we keep the clients coming back. I might even be forced to give a price discount so that there is no wastage.

Sometimes I practice my leadership style by motivating others through giving them more knowledge. Sometimes, I leave my team members to err so that they learn from their mistakes. The pace setting style is usually my dominant leadership style. I work in a printing business and recently I got a new assistant after 4 years. I had already set my mind that for the first few weeks, I would make her just print, copy and some other small tasks so that I could focus on productivity and marketing. I have also trained her to be more confident and to talk to clients in a good way. I am also teaching her to be self-motivated.

We not only celebrate Women's Day on the 8th of March; we celebrate Holi; the Festival of Colours in Mauritius. Over the years, I have observed many clients with many leadership styles by the way they address others. Some clients are arrogant and persistent. We can see that they have an authoritative leadership style. Then some clients are persuasive; trying to convince us to do something for them.

A mixture of leadership styles with each one of my colleagues, clients and people surrounding is like a mixture of Holi colours. For example in women; a touch of berries represents their confidence in multitasking; a little banana colour means risk taking, like all the contestants who take part in the contests. We have some dragon fruits which give some flame; like all the coaches that shout and cajole to motivate their



students to learn more. With all that colour - the Holi colours which I take as a mixture of leadership styles - can you say you have only one leadership style? Those Holi fruit mixtures, like healthy smoothies, are like your own unique leadership style.

Sarah- Jane Ip Kwong

IT'S EXCO TIME

June marks the end of one Toastmasters cycle and the beginning of another. With that comes an opportunity to renew Toastmasters leadership and appoint a new Executive Committee to take the reins for the next Toastmasters year. The varying roles are the perfect opportunity to become effective leaders whilst also completing a Pathways project, as serving a leadership role in the Executive Committee can be undertaken as a Pathways project.

The current leadership is also accordingly tasked with identifying, onboarding and coaching potential future leaders to ensure a smooth transition, come the end of June.

Wame Namponya

LEADING WOMEN SERIES

DOROTHY CHANAKIRA

In this series, we highlight the professional challenges and aspirations of women who serve in Toastmasters. Our leading woman this month strongly believes that of all callings, parenting ranks highest, with motherhood being supreme.

Dorothy Chanakira, DTM, a finalist on her third DTM and a member of 10 Clubs globally has been a Toastmaster since October 2014. A life student who is a company secretary by profession and a holder of an MBA degree, she is a life coach by design, a writer and a fervent reader who pioneered the Toast & Read Along with Coach platform (featured in the January 2023 edition of The Toastmaster.)

Dorothy has learnt much on leadership and coordinator roles from Club to Area and Division



in the District. She has sponsored, coached and mentored a number of Clubs and members. DTM Dorothy believes that, "In service we become distinguished."

Q1. What kinds of obstacles or biases have you experienced along your journey as a leader?

A: The obstacles have been the way! I believe it is Ravi Zacharius who said, "You can never carry a burden until you feel the weight of it in your own soul." Whenever an obstacle presents itself, it is always an opportunity to lead and better yet to learn to lead. The greatest challenge I have faced on any leadership journey is the lack of knowledge on my part, hence at every stage of leadership the learning and the leading must happen concurrently.

Q2. How do you empower and engage with others?

I lead from the heart and oftentimes I lead from tough love especially for myself. I was raised by parents who set high standards for me and excellence had to be the benchmark. Eagles do it best; they drop their protégés from great heights.

I see potential and really get excited. Depending on the willingness and attitude of the learner we go through the necessary and when I believe

they are ready to start evolving on their own; I move away gradually. I have learnt attachment unchecked might indeed stifle growth, hence mentors and leaders must know when to release and empower their protégés to shine their light.

Q3. What motivates you to stay positive?

Awareness is the key. There is a need to focus and the awareness of what surrounds us demands a degree of positivity to stay the course. Staying positive is luckily a gift I am blessed with. Is there not a cause? With so much negativity and pain in life, one has to learn to grow the positivity gene that I believe we were all born with. I am motivated by the essence of life. I am learning that we do not live forever, hence I am motivated to lead from the front, from the back and literally from anywhere. And to lead now.

Needless to say leadership is about solving problems. Everyday is an opportunity to lead. Every problem is an opportunity to solve. That awareness gives one an incentive to stay engaged. I am motivated by growth and blooming whether it is flowers or people unraveling their potential.

I believe we have so institutionalised leadership that we have lost the awareness that leadership is more intrinsic. It is the self leadership that gives life to the leader that people follow as we know it. Sadly, very few leaders take the leadership journey inwards at all. We must lead within and without. I am learning to learn to lead me first and thus position for leadership in the home, in the office and in the world.

Q4. If you could give just one leadership lesson that you've learnt over the years, what would it be?

Leadership is not a position. Far from it! Leadership is an opportunity to serve.

It may be at home, in the community or in the professional setting - to lead is to embrace a priceless opportunity to serve; serve the call; serve others; serve yourself. I have learnt that roles do not satisfy, nor should they be glorified, but service satisfies. People doing roles get role fatigue. Service essentially is rewarding and is satisfying. You cannot give a price tag to the intrinsic value of satisfaction when you serve or are served.

In service we become distinguished.

Q5. What have you sacrificed along your career journey?

I want to believe sacrifice is when you do something at the expense of another. My mantra in life is to do and be what I love. Sometimes it is choosing between good things ... but rather than sacrifice I try to create harmony with the things I love. I have always tried to live the life of my dreams and have therefore always prioritised according to what I love while at the same time creating harmony out of the gift of life.

Q6. How have you developed your confidence as a leader?

Learning. Reading. Becoming. I learnt a very long time ago that you are never too old to learn; hence I take every opportunity to learn. Leadership is a serious discipline and so it is critical that one goes through lifelong leadership development.

Leaders are readers. Better leaders are better readers. I love reading.

Becoming. Leadership is not a goal; rather it's a process. My confidence has grown as I learn more, get more leadership opportunities, fail more and win more...I am becoming. And that builds confidence.

Q7. How do you wind down after a day's work?

I am a gangster granny. I play with my grandchildren. I connect with the young and the young at heart. I meditate. I connect with nature. I walk. I do cloud watching and I talk to butterflies. I love gardening.



I am reminded of the poem... "What is this life if full of care; we have no time to stand and stare..."

I actually don't 'wind down after a day's work.' I live the life of my dreams; very unstructured you may say - but I love my life and my work so much so that it's all happening together. I 'breathe' along my journey.

Martha Mpakula



District 74 | Southern Africa

Upcoming District Semi-final Contest dates

**Saturday
15 April**

Table Topics Contest

Semi-Final 1 - 09h00

Division A, B, E, I, O, P & S

Semi-Final 2 - 11h30

Division D, H, L, M, Y, & Z

**Saturday
15 April**

Evaluation Contest

Semi-Final 1 - 14h00

Division H, I, L, M, P, S & Z

Semi-Final 2 - 16h30

Division A, B, D, E, O, & Y

**Saturday
22 April**

International Speech Contest

Semi-Final 1 - 09h00

Division A, D, E, I, O, S & Y

Semi-Final 2 - 13h00

Division B, H, L, M, P, & Z

District 74 | Southern Africa



DISTRICT 74 | SOUTHERN AFRICA CHAMPIONSHIP OF PUBLIC SPEAKING

Meet the Semi-Finalists



**Aliya
Halifa**



**Clemance
Kambewu**



**Gary
Tintinger**



**Ian
Bratt**



**Isabel
Kachinjika**



**Laurens
Boel**



**Maralize
Mulder**



**Mildred
Mashingaidze**



**Miracle
Chawane**



**Motselisi
Motsieloa-Silindane**



**Namatai
Kwekweza**



**Nikitha
Pillay**



**Nonofho
Kgotlaetsho**



**Nooreen S.
Baulacky**



**Palesa
Makoti**



**Prishani
Nundkisun**



**Robin
Lewis**



**Ros
Smith**



**Ruramai
Sithole**



**Sarojini
Naidoo**



**Shingirai
Mutambirwa**



**Siyakha
Masiye**



**Stewart
Chibanda**



**Sophie
Schmidt**



**Thandi
Thombeni**



**Tinashe
Simudzirayi**



**Tumelo
Maphalala**



**Valentine
Muradzikwa**



**Zaina
Limalia**

EDUCATION

MUCH ADO ABOUT TABLE TOPICS

The Table Topics (impromptu speaking) segment in a Toastmasters meeting is exciting and fun for the more seasoned speakers or those naturally blessed with the gift of the gab! For the rest of us it can be quite daunting and leave one questioning if they will ever be able to speak off the cuff (and speak sense!) when called upon to do so.

When Toastmasters meetings evolved to online meetings, I dreaded being called upon to speak during the Table Topics segment because more often than not my mind would become totally blank. It was for this reason that I would log out of meetings during the Table Topics segment and log back in once it was over. I am sure I am not the only one who used or currently uses this avoidance tactic!

This avoidance hampered my development of this critical skill. I soon discovered that the more I worked on various Pathways projects and delivered speeches, the more material I could easily draw from for Table topics. Reading widely also helps as one develops a kitty of anecdotes, quotes, general knowledge and current affairs that come in handy when speaking off the cuff, be it in a Toastmasters meeting or any other function.

Next time you are tempted to log out of a meeting or feign connectivity challenges during a Table Topics session – please don't! Use it as an opportunity to develop your impromptu speaking skills in a supportive environment.

Rudo Masango



EFFECTIVE USE OF VISUAL AIDS IN SPEECH PRESENTATION

Visual aids are an essential component of any speech or presentation. They provide visual support for the ideas and concepts you are sharing and help to reinforce your message. As a Toastmaster, it's important to develop your skills in creating and using visual aids effectively. Here are some tips to help you to use visual aids effectively in your speech presentation:

1. Plan Ahead: Start planning your visual aids well in advance of your speech. Consider what type of visual aid would best support your message and how you will incorporate it into your presentation. Depending on the type of visual aid you plan to use, you may need to create it yourself, so give yourself plenty of time to develop it.

2. Keep it Simple: When creating visual aids, keep them simple and easy to understand. Avoid cluttered slides or

complicated graphics that can distract from your message. Remember, the purpose of the visual aid is to reinforce your message and support your speech.

3. Use High-Quality Images: If you're using images on your visual aids, make sure they are high-quality and relevant to your message. Low-quality images can be distracting and take away from the professionalism of your presentation.

4. Practise with your Visual Aids: Practise using your visual aids before the actual presentation to ensure they work properly and are timed correctly. You don't want to be fumbling around with your visual aids during the actual presentation as it can take away from the flow of your speech.

5. Use Visual Aids as Prompts: Visual aids can also be used as prompts

to help you to remember important points in your speech. For example, you could use a slide with the main points of your speech to help guide you as you present.

6. Timing is Key: Make sure that your visual aids are timed appropriately with your spoken message. You don't want your audience to be reading a slide while you're talking about something else. Use transition cues to let your audience know when to focus on the visual aid and when to focus back on you.

7. Don't Rely Solely on Visual Aids: Visual aids are meant to support your message, not replace it. Make sure that you are still delivering a strong and engaging message, regardless of the use of visual aids. They should be used as an addition to your message; not as a substitute for it.

The effective use of visual aids is an important skill to develop as a Toastmaster. By planning ahead and keeping it simple, you set yourself up for presentation mastery and success.

Edith Utete

EDUCATION SEGMENT



MEMBER MOMENT: ULINDA MPONELA

Ulinda joined MRA Toastmasters Club in Malawi roughly nine months ago. He is currently employed as a test analyst in a project for the Malawi Revenue Authority and is an entrepreneur with an event planning business focused predominantly on weddings.

These roles usually find him in a leadership position. Ulinda attended the in-person Club officer training that was held in Malawi and got to learn more about the Toastmasters environment. It gave him the confidence to sponsor new members to his Club through the skills he learnt.

He is grateful to be surrounded by seasoned Toastmasters who have helped to guide and assist him through his journey thus far. "The other Toastmasters in my Club, both seasoned and new, their encouraging comments and feedback makes me want to keep going," he said.

One valuable lesson he has taken from his Toastmasters experience is "the art of receiving feedback positively", this is something that he has even been able to apply outside of the Toastmasters environment.

Leya Musunga

“

The other Toastmasters in my Club, both seasoned and new, their encouraging comments and feedback makes me want to keep going

”

NO CHALLENGES ARE TOO BIG

When **Lubavalo Tybosch** was 10 years old, he was involved in a road accident that changed his life. He was left with a slurred speech and the use of a wheel chair to get around although he is able to sometimes use crutches with great difficulties. While working in Johannesburg as a graduate trainee at Transnet, to complete the training programme, one had to join Toastmasters, and that is how Lubabalo discovered the wonderful world of Toastmasters International. Even when he had completed the graduate programme and became a permanent employee, he decided to continue being a Toastmasters member due to the value that he had derived from it. He has been a Toastmaster for eleven years now. The value that he got and keeps getting from Toastmasters has been a huge motivation for his continued membership with the Transnet Trailblazers Toastmasters Club. "Toastmasters has helped and continues

to help me to be a better speaker, someone who can express themselves clearly, and speak with purpose," he said.

Lubabalo describes himself as a highly determined person. "I don't let challenges get in my way." Despite coming from a previously disadvantaged background, he has been able to achieve quite a lot. "I do a lot because I'm determined and I believe in myself." In 2019 he served as part of the District Public Relations team, where his main focus was on managing the District Facebook and Twitter pages. He is currently serving as Club Coach for Kyalami Thrive Toastmasters as part of his requirement for him to be awarded the Distinguished Toastmaster Award.

One of his biggest highlights was in 2018 when he was interviewed on one of South Africa's television programmes called No Expression. Although this was his first television interview, due to the skills he had acquired during the table topics sessions of

Toastmasters meetings, he was relaxed and calm. "The experience was a light bulb moment for me as I realised the importance of table topics, which has become one of my favourite parts of a Toastmasters meeting." This interview opened up more speaking engagements for Lubabalo as one of his goals is to be a paid motivational speaker.

Lastly Lubabalo would like to be remembered as someone who made a difference in people's lives. Someone who was a true inspirational orator, who did not let any challenges stop him from achieving his goals.

Leya Musunga



WHAT HAPPENED WAS...

.....

'What Had Happened Was...' is a book written by Luyanda Thela. I had my first personal encounter with Luyanda when we met as Division Directors at the Directorate Strategy Meeting. If you have been in Toastmasters for a while, it is very easy to associate her with her husband, Njabulo Thela, the Immediate Past District Director, who has had a huge influence across Toastmasters Southern Africa. This book helps one to understand their individuality as something that is not even to be argued about, but there, to be acknowledged.

In my view, this book is for anyone who has experienced rejection in their lives because of who they are at their core, which is something they cannot alter. Anyone who has twisted him or herself like a pretzel just to please everyone around them - but still failed dismally. The kind of strength that I would personally like to borrow from Luyanda is how she continued to focus on her self-development despite everything that was happening to her. I think this is the kind of strength that separates winners from losers in life.

T.D. Jakes says; *"You cannot give up on everything, simply because one thing is not working."* Luyanda's story is a true testimony to that saying.

All the same, you must not pick up this book with the hope that you are going to be pampered with "feel good" feelings. Luyanda is not about promoting mediocrity. There are some painful truths that the book will challenge you on, as Luyanda is not about the victimhood mentality. I really love the fact that she is big on work and taking responsibility for one's self. There were moments where I wanted

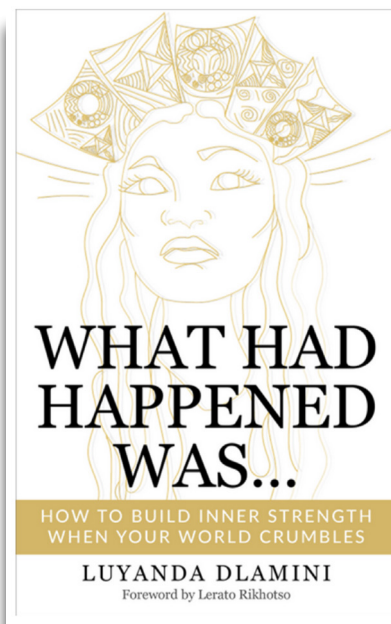
“ I think this is the kind of strength that separates winners from losers in life. ”

.....



to put the book down and run away as I felt her voice speaking some truths I was not ready to hear about myself. That, yes, Vuyo, at times you can be the toxic one that people will have to stay away from, have you checked that? If you are not ready for that level of healing, then you are not ready for this book, but if you stand firm against your feelings, it will surely give you some serious homework to do.

Vuyokazi Ntsangani



MEMBERSHIP BUILDING IDEAS

At the beginning of the year, one of our Club Growth Directors, Zivai Matondo, DTM, started a series on the various District Whatsapp groups where she shares ideas daily for getting new members in Clubs. Members are encouraged to pick out those that they think will work for them and to adapt them as they wish. Here are the first 30:

1. Ask someone (everyone)
2. Bring a guest(s) to every Club meeting
3. Advertise in newspapers
4. Host Open House Meetings
5. Write letters or make personal contact with local businesses
6. Make contact with your local Chamber of Commerce
7. Insert bookmarks in library books
8. Host public Meetings at malls, the outdoors, etc
9. Host a Speechcraft
10. Have a booth at malls, fairs, festivals, etc.
11. Place pamphlets in doctors' offices, hospitals, cafeterias, libraries, etc
12. Contact past members
13. Hold membership drives and contests
14. Greeting people warmly
15. Provide guest information packets
16. Introduce your guests
17. Encourage, but don't force, Table Topics participation
18. Ask for comments
19. Make sure the room is clearly marked
20. Use Club business cards
21. Distribute extra magazines in waiting rooms, etc. (put the Club label on them)
22. Hold high-profile meetings
23. Advertise at local colleges
24. Have a guest speaker
25. Develop and implement a Membership Building Idea
26. Have a special guest day
27. Make prospective members feel important
28. Have enjoyable programmes
29. Make some meetings social events
30. Have a Club webpage

Leya Musunga

ADAPT, ADJUST AND PERSEVERE

A founding member of NewGen Toastmasters club in Mauritius since 2016, Dilshaad Rajabalee joined Toastmasters despite suffering from glossophobia - a fear of public speaking. She studied Human Resources at Mauritius University, then Public Relations and also pursued Law at the University of London, United Kingdom. In addition, she is also a Fellow of the Association of Chartered Certified Accountants (ACCA). She is



also a mother and a self-proclaimed bookworm.

"Toastmasters is an important and non-negotiable part of my life," she declared. From the start of her Toastmasters journey every moment has been an exciting and fulfilling part of the journey. One particular moment that stands out for her is when Mauritius became part of District 74 in July 2021. "For me, this moment epitomised a new opening - one which meant better access to trainings and thus meant enhanced personal development."

In the current Toastmasters year, she has managed to earn the Triple Crown Award by completing 5 educational levels, and was also recognised as a super sponsor by successfully sponsoring 5+ new members. The journey thus far has not been smooth, *"It has been a roller coaster ride and the inner drive for excellence is what keeps me going."* The availability of willing and

supportive mentors who were readily available helped her to metamorphose from the shy Dilshaad to a more confident woman.

With regards to challenges, she said, *"We do not operate in a vacuum and such is life. We have to adapt, adjust and persevere."* One major challenge faced by NewGen, which is a corporate Club, is insufficient role players at Club meetings. Most members prioritise their work duties over their personal development, resulting in the doubling up of roles by several members.

The take away for Dilshaad from this is to never give up, meetings have to be held no matter what. If there are inadequate participants, they improvise - educational sessions are inserted, fun activities are thought of, such that the sessions are held and members are provided with the opportunity to speak.

"I would like for people to remember me as a servant leader, living the values of Toastmasters which are mine also in a wholesome manner."

Leya Musunga

MEMBER SPOTLIGHT: LEON Z. CHACHA

Leon Z. Chacha is a second year student at Midlands State University, studying Risk Management and Insurance. He is currently a member of the Simba reDzidzo Toastmasters Club based in Mt Pleasant, Harare. He describes himself as a young man who is keen on developing communities through entrepreneurial activities that are directed at young people. "I am a curious and adventurous individual who enjoys learning new things and socialising with people. I also love travelling and playing chess."

Why did you join Toastmasters?

"I joined to enhance my public speaking skills and to develop my leadership attributes. In addition, I also



wanted to expose myself to World Class standards, thereby creating networks within and without the Zimbabwean borders."

You recently took part in an International Speech Contest; how did that go?

"First of all, it was an adventurous and refreshing event. It was mind blowing in that I did not expect to be part of the contest, but conquering my fears of public speaking, it was an achievement to celebrate. At least I give myself the credit for being brave enough to put my capabilities to the test and to face my fears."

What lessons did you learn from the contest?

"The following are the lessons that I learnt.

1. To master the art of time management.
2. Thinking on my feet and generating a story line from a given table topic.
3. To withstand the fear of speaking to the public.
4. The realisation that I did have confidence and self-assurance in me.
5. I gained experience through listening to other speakers whilst at the same time contesting with them."

Noma Muzunze

ENGAGING A DIVERSE AUDIENCE USING HUMOUR

As Toastmasters, our aim is to become effective communicators and engaging speakers. However, it can be challenging to engage with a diverse audience and keep them interested throughout your speech. Humour can be a fantastic tool to break the ice and connect with people from different backgrounds. Here are some tips to help you engage with a diverse audience using humour:



1. Use Universal Humour: Humour that transcends cultural boundaries can be useful when addressing a diverse audience. Keep in mind that some jokes may not be universally accepted, and it is essential to avoid potentially offensive humour.

2. Showcase your Cultural Knowledge: By demonstrating your knowledge of different cultures, you can show that you are mindful of your diverse audience. You could use examples that illustrate cultural differences in a humorous way that everyone can appreciate.



3. Avoid Stereotypes: Using stereotypes in humour can offend certain individuals, and it can undermine the credibility of your communication. It is better to steer clear of jokes that rely on stereotypes and instead use humour that conveys universal human experiences.

4. Involve your Audience: Humour can be a collaborative effort that involves your audience. You could ask questions or make observations that allow the audience to participate actively in the humour.

5. Use Timing Effectively: Timing is essential when using humour in your speeches. Practise your timing and delivery to ensure that your jokes land effectively.

6. Remain Authentic: As a Toastmaster, it is essential to stay true to yourself and

be authentic when using humour. Use humour that reflects your personality and style. This way, your humour will come across more naturally and be more effective.



In conclusion, engaging with a diverse audience using humour can be a challenging yet rewarding experience. As you continue to practise and improve your humour skills, you'll find more success in keeping your audiences engaged, no matter how diverse they may be

Edith Utete





District 74 | Southern Africa

Upcoming District Meeting Dates

MAY

Thursday, May 04, 2023

Table Topics Contest - District Final

Friday, May 05, 2023

Evaluation Contest - District Final

Saturday, May 06, 2023

**International Speech contest -
District Final**

New Clubs

Steinweg Toastmasters Club

Charter Date 14 March 2023
Division S
Location Johannesburg

Visionary Readers

Charter Date 14 March 2023
Division A
Location Pretoria

She Speaks Toastmasters Club Zambia

Charter Date 22 March 2023
Division M
Location Lusaka

EVENTS AND ENTERTAINMENT

DIVISION B CONTEST

Saturday 18 March was a big day for Division B. It was the big contest between Mauritius and Madagascar; competing to see who would represent the Division at the District International Speech contest. The Division Director, Ravin Papiiah, motivated the contestants to aim higher and reach for higher goals. In addition, the District Director, Andrew Tsuro, gave an amazing and encouraging speech during the contest. It was a great day of speeches as some Toastmasters Gavel members also presented speeches



and provided additional insight to the people present during the contest. In the end the following were awarded the Division trophies;

International Speech Contest: 1st place Sarojini Naidoo; 2nd place Thiruthiraj Pather; 3rd place Hemlesh Greedharry.

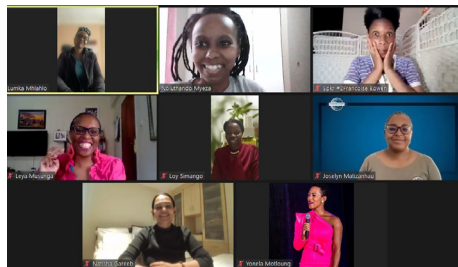
Evaluation Contest: 1st place: Sawdah Nooreen Baulack; 2nd place Ishfaaq Peerally; 3rd place Shivani Bhatia.

Table Topics Contest: 1st place: Sawdah Nooreen Baulack; 2nd place Sonali Mungur.

Well done and congratulations to all the contestants.

Sarah-Jane IP Kwong

BREAK OUT OF YOUR COMFORT ZONE



Roy T. Bennett once said; "It's only after you've stepped outside your comfort zone that you begin to change, grow and transform." When the members of the Midrand Extraordinaire Toastmasters Club gathered for this specially-themed meeting, the need for people to break out of their comfort zone was greatly emphasised. With a line up of diverse speakers from Level 2 up to Level 5 presenting their speeches, it was a great morning of watching Toastmasters pursuing their speaking goals. The wheel of names spinner used during the Table Topics session ensured that no member could hide from participating during the Impromptu session.

Leya Musunga



FINANCIAL TOASTMASTERS CLUB'S STARS

At the Area B2 contest that was held recently, two members of the Finance Toastmasters Club, Hemlesh Greedharry and Sweta Fowdar were victorious to go on and represent the Area at the subsequent Division B contest. From that point on, all the members of the Club took it upon themselves to provide support and encourage them during the Club meetings, with advice, tips and additional evaluations of their speeches.

Hemlesh Greedharry and Sweta Fowdar would be participating in the International Speech and Evaluation contest respectively. When the final anticipated day arrived, the pressure had been piling up; in a few hours they would have to take center stage. The Club members were in full force attending the contest to support the two contestants. Even though the two Club stars will not be proceeding to the District contest, they are still the stars of the Finance Toastmasters Club and the Club was immensely glad that the two had the courage to participate in the contests this year.

Sarah-Jane IP Kwong



JOINT CLUB MEETING: VODACOM CAPE TOWN & SELL THE SIZZLE TOASTMASTERS

There are many ways you can infuse fun and excitement into a Toastmasters meeting. One such way is by having a joint Club meeting. The extra people and energy from hosting this type of meeting always doubles the fun. With the meeting themed “Celebrating Human Rights Month”, the Table Topics session was imbued with questions to make the members reflect on the night’s theme.

The “Prepare for an interview” project was presented which gave the audience insight on how to handle online interviews. In addition, a round robin evaluation was conducted ensuring that members of the audience got to participate in providing feedback to the speaker. It was great to witness the higher-level speakers who presented on the night.

Leya Musunga





April Club Anniversaries

A

- Pretoria TAG Toastmasters Club (19)
- President Club (51)
- Visionary Leaders (41)

B

- ITCOMS (6)
- NewGen Toastmasters Club (7)

D

- The Grove Club (29)

E

- Pep Talkers Toastmasters Club (21)
- Sanlam Toastmasters (9)

H

- SAP Toastmasters (6)
- Transformers Toastmasters Club (42)

I

- Cascatas Toastmasters Club (7)
- FNB Inspire Toastmasters Club (3)
- New Views Toastmasters Club (5)
- UNITEL Toastmasters (4)
- Vodacom Maputo (3)

L

- Johannesburg Entrepreneurs Toastmasters (3)
- WBS Toastmasters Club (10)

M

- TNM Toastmasters (3)

O

- Gaborone Toastmasters (31)

P

- Highway Club (32)
- Umgeni Water Durban (7)
- Umgeni Water Pietermaritzburg Toastmasters (7)

S

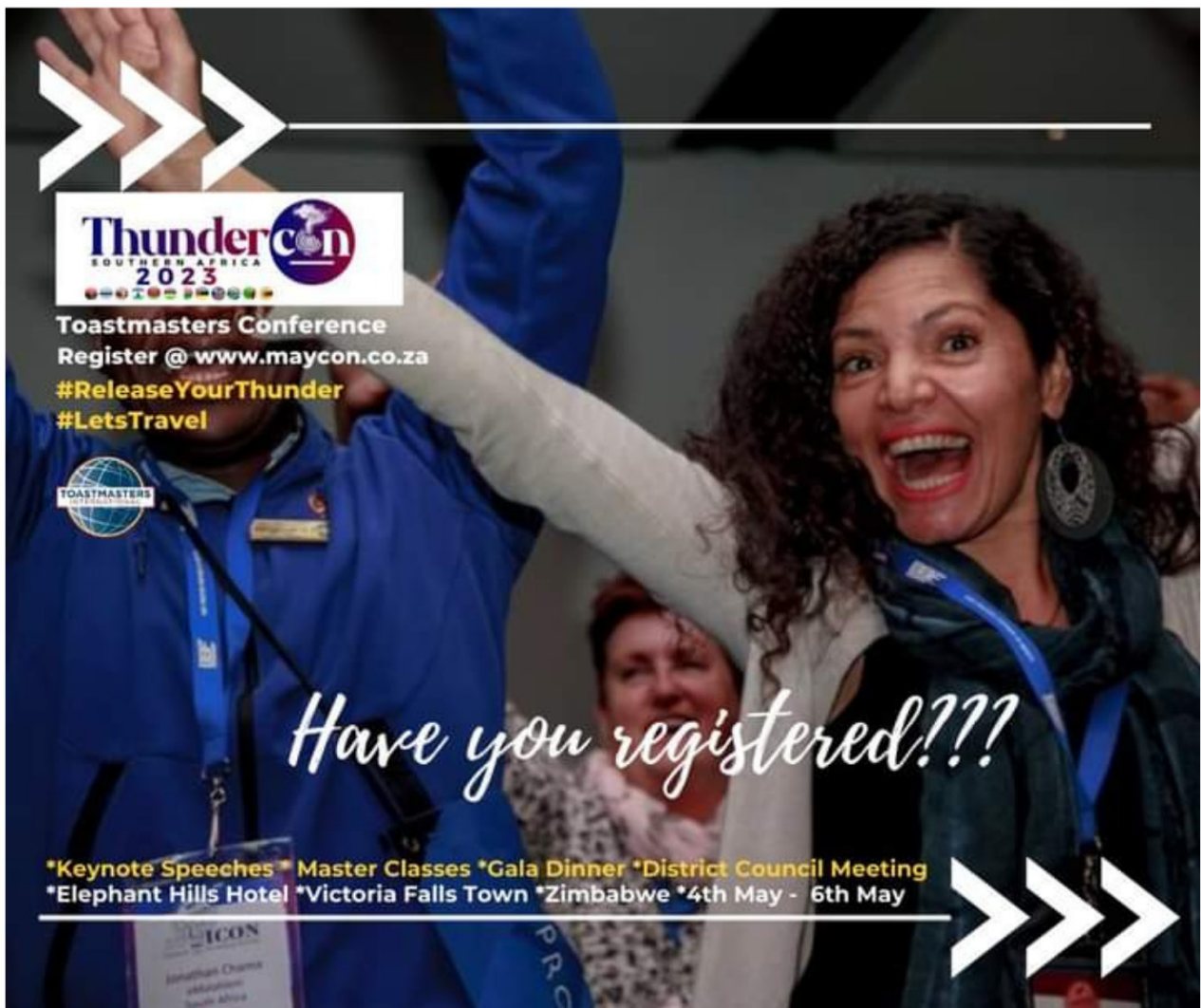
- Bacon & Egg (11)
- Bloemfontein Toastmasters Club (7)
- Nedbank Newton (5)

Y

- Midrand Groundbreakers (6)

Z

- Champions (8)
- Dream Achievers (5)

A promotional image for Thundercon 2023. It features a woman with curly hair, wearing a blue lanyard and a white jacket, smiling and raising her arm. In the background, another person is partially visible. The image is overlaid with text and logos. At the top left, there are three white chevrons pointing right. Below them is the 'Thundercon 2023' logo, which includes the text 'Thundercon', 'SOUTHERN AFRICA', and '2023' with a globe icon. Below the logo, the text reads 'Toastmasters Conference', 'Register @ www.maycon.co.za', '#ReleaseYourThunder', and '#LetsTravel'. A 'TOASTMASTERS' logo is also visible. In the center, the text 'Have you registered???' is written in a white cursive font. At the bottom, there is a list of activities: '*Keynote Speeches * Master Classes *Gala Dinner *District Council Meeting *Elephant Hills Hotel *Victoria Falls Town *Zimbabwe *4th May - 6th May'. To the right of this text are three white chevrons pointing right.

Thundercon
SOUTHERN AFRICA
2023

Toastmasters Conference
Register @ www.maycon.co.za
#ReleaseYourThunder
#LetsTravel

Have you registered???

*Keynote Speeches * Master Classes *Gala Dinner *District Council Meeting
*Elephant Hills Hotel *Victoria Falls Town *Zimbabwe *4th May - 6th May

This years theme is
Culture Infusion and Diversity.

**Tickets are limited so rush over
to the website and register
@ www.maycon.co.za**

