

ACHIEVING EXCELLENCE

ISSUE 13 | AUGUST 2023

**DO MEN ALSO
SUFFER FROM
IMPOSTER
SYNDROME?**

EMBRACING
PROCRASTINATION-
FREE PERSONAL
DEVELOPMENT FOR
LASTING GROWTH

**LEADERSHIP VISION
FOR THE DISTRICT 74**

EMBRACING
MENTAL HEALTH:
STRENGTHENING
LEADERSHIP FROM
WITHIN

EMBODYING
TOASTMASTERS
INTERNATIONAL
BRAND
AMBASSADORSHIP



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SOUTHERN AFRICA TOASTMASTERS



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MAGAZINE EDITORIAL TEAM

Editor-in-Chief

Yonela Motloung,
DTM

Editor Education

Lumbani Misoya

Atupele Ellah

Stambuli

Clinton Kadochi,

MD

Editor Leadership

Edith Utete

Tumelo Maphalala

Contributing Editor

Sibongile Mazibuko

Zanele Maloyi

Managing Editor

Robert Salijeni, DTM

Editor

Events and
Entertainment

Noma Muzunze

Proofreader

Editor

Anke Stow

Layout & Design

Tshegofatso

Tshilowa

CONTACT THE EDITOR TO FEATURE YOUR STORY

Reach us on email: excellence@toastmasters74.org

TOASTMASTERS SOUTHERN AFRICA EXECUTIVE

District Director

Angie Kivido

Program Quality Directors

Granny Be 007,

DTM

Zivai Matondo, DTM

Club Growth Directors

Bhekisisa Ngomane,

DTM

Ravin Papiiah, DTM

Public Relations Manager

Yonela Motloung,

DTM

Administration Manager

Sikhanyisile

Mabhena

Finance Manager

Bryton Masiye

Logistics Manager

Liza Zindoga

Past District Director

Director

Andrew Tsuro, DTM

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Integrity

Respect

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CONTACT

 www.toastmasters74.org



NOTE FROM THE MANAGING EDITOR

.....
“...it is imperative that we all find time to critique ourselves.”

“Leadership is a continuous process because it requires ongoing learning, growth, and adaptation. As the business landscape and organizational needs evolve, leaders must continually develop new skills and approaches to effectively lead their teams and achieve business goals.” Deeksha Sharma - Risely (<https://www.risely.me/leadership-is-a-continuous-learning-process/>)

Leaders of any organization have three tools, among others, at their disposal for achieving excellence. These tools are **Commit, Communicate and Critique**. The **three Cs** are also applicable to all members of Toastmasters International.

Firstly, leaders made a promise to lead the clubs, divisions and the district to excellence during the Induction Dinner. This is a serious commitment. Leaders at all levels in the district must ensure that they are ever willing to help and serve their members exceptionally well.

Secondly, information must flow between leaders and their members. Frequent updates help both members and leaders at all levels in the district to keep each other abreast. Communication leads to team cohesion that leads to clubs, divisions and the district achieving excellence.

Thirdly, both members and leaders need to find time to assess their progress in their communication and leadership skills improvement. Comparing the planned goals against the actual milestones leads both members and leaders to achieve excellence. Hence it is imperative that we all find time to critique ourselves.

Will you remember to use the **three Cs (Commit, Communicate and Critique)** tools as you execute your plans this month?

Robert Salijeni, DTM

FROM THE DISTRICT DIRECTOR'S DESK

Steve Jobs made a valid point: "You cannot connect the dots looking forward, you can connect the dots looking backwards."

In 1924, Toastmasters International, the trade name was established, created a platform for individuals to "learn by doing" as they pursued their communication and leadership goals. This organization currently based in 144 countries and with over 280 000 individuals investing in the personal development journey, have transformed the landscape of communication and leadership development globally.

It all started with Dr Ralph C Smedley who saw a challenge in 1905, where he guided young men at the YMCA Santa Ana California to communicate and articulate a particular message more confidently and effectively. This one action caused a "ripple".

In 1950, a Canadian by the name of Harry Olden brought the first Toastmasters International club to the African continent. He chartered the Johannesburg Toastmasters Club, which is the oldest Toastmasters club on the African continent.

From 1950 to 2023 over 275 clubs have impacted thousands of individuals in the Southern African Region, not only through their participation in the club but also through Youth Leadership and Speechcraft courses conducted using the Toastmasters International educational programme.

On 1 July 2024, the birth of two healthy, sustainable Districts will be the result of many individuals' consistent and dedicated service to transform their lives and to create opportunities for others to see their potential by enhancing their communication and leadership skills.

Dr Ralph C. Smedley saw the future and it is manifesting now, he said: "While most of us may have entered Toastmasters to learn to make speeches, that benefit is but the beginning of the good which may come to us and the good which we may do for mankind."

Yours in Legacy Building,

Angie Kivido



THE PUBLIC RELATIONS CORNER

There's a time for everything. A time to work, a time to play. A time to plough, a time to reap. A time to laugh, a time to cry. Yes, all I'm trying to say is that, there's a season for EVERYTHING. In a Toastmasters world, the Golden Quarter is a season to give birth to new clubs and set our clubs for success. It's a time of planning and quickly executing before the holiday season comes. Key question to ask yourself is: how will I take advantage of all of the tools presented to me to help my club succeed? We have the PR Academy for VPPRs, the Club Growth Academy for Presidents, VPEs and VPM's and the Club

Officer Training for all club officers. Don't be left behind! Take advantage of these tools and make this season count.

Recently, I spoke at a work function and people were amazed at how flawless I was. As much as I would have loved to say "I was born this way", the truth is, it's taken me years of training to get here. It's taken me high and low seasons to become this version of me. You see, that's the essence of Toastmasters International: being able to improve on a daily basis from taking advantage of the tools set before us.

Today, you may be doing it for your club, but tomorrow, it will be for your own becoming, your growth and your own personal investment.

Now say it with me: "I will not be left behind! I will take advantage of every tool in front of me to make this season count."

Yonela Motloun, DTM



LEADERSHIP

TOASTMASTERS: EXECUTIVE COMMITTEE (EXCO)

“Anyone can steer the ship, but it takes a leader to chart the course. Leaders who are good navigators are capable of taking their people just about anywhere.” (John C. Maxwell)

Serving in EXCO gives you an opportunity to chart the course & lead your club members to their personal victories and to club success.

One of the benefits of serving in EXCO is the transferable skills that you acquire that translate to effectiveness in your workspace. Let's look at the roles and what they may represent in terms of a workspace:

President - Chief Executive Officer (CEO) - alternatively the Chief Inspiration Officer (CIO)

Vice President Education - Operations Director

Vice President Membership - Human Resources Director

Vice President Public Relations - Marketing Director

Treasurer - Finance Director

Secretary - Company Secretary

Sergeant At Arms - Logistics Director

Winning in EXCO is a CHOICE. It will take determination, effort, putting in the hard work and being intentional on the part of each EXCO member (Just remember to keep in line with the motto that "If it's not fun, it's not Toastmasters." (Ralph C. Smedley-Toastmasters Founder)

It's amazing how organizations look for experience in anyone they want to employ (especially for a leadership role) and yet one needs to be employed to get experience. Serving in EXCO gives you an experiential edge. The scenarios you face on a day to day basis; building teams, communicating effectively, interacting with people from diverse backgrounds, channeling club members towards personal development while building a corporate brand: it all speaks to your experience curve which you can sight in any interview and secure an opportunity to prove yourself.

- 1. Communicating** is always the starting point and Toastmasters inspires this so well in its Success Plan template that allows the EXCO team to explore questions that allow them to gain better insight of each other and visualize the future of the club. (That's why I love Toastmasters, they never ask you to climb without giving you a ladder!)
- 2. Synergizing** which is defined by the Oxford's Dictionary as the interaction or cooperation of two or more organizations, substances, or other agents to produce a combined effect greater than the sum of their separate effects. Certain tasks in EXCO are daunting outside of partnership. If the VPM would like to host a spectacular open house, collaboration with the VPE is consequential to success. The treasurer can join forces with the VPPR to

drive a mind-blowing strategy to keep the interest of the members peaked and push for renewals way before time. Together, each accomplishes more!!!

- 3. Owning** your role and yet being prepared to work with others in its context and in the context of their roles. By serving in EXCO, you are agreeing to a higher level of responsibility: OWN IT & fulfill it, this actually works to your advantage and gives you credibility.
- 4. Leveraging** on the strengths and weaknesses that exist in the EXCO.
- 5. Creating** an atmosphere and a vibe in EXCO that becomes the prototype for the club as a whole. If the passion levels, feedback, enthusiasm and progress are high, it is inevitable that the rest of the club will follow suit. EXCO's words in meetings, general conversations can either fan into flame or put out the fire in the club.
- 6. Celebrating** victories. One of my favorite D74 hashtags was #EveryMemberMatters. The best way to show this is to have a genuine interest in each individual member and to celebrate them in Toastmasters and outside TM. "People don't care how much you know until they know how much you care." (Theodore Roosevelt)
- 7. Creating.** So you're part of EXCO, what can you bring to the table besides what is described in your role? CREATE a strategy that would impact your members for a lifetime. Remember they have come for value and personal growth and so have you. In your creative output, both you and the members will grow exponentially.
- 8. Outwitting** the mad rush. I am amazed at how the dashboard changes in the last 2 weeks and then one week and the night before year end. Beat the mad rush!!! As an EXCO dedicate a few minutes on Toastmasters Business, it surely will not dent your daily schedule but it's impact will be phenomenal. Whether it's calls to members, mentoring, working on your own project, planning a meeting whatever it is, it all adds up and the dashboard will speak in the end.
- 9. Relating!** Relate! Relate! Relate! Winning is oftentimes a relational game. You are the bridge between District Leadership and the club members. Understand what the leaders require, understand their vision and their language and translate it into "memberese" or simply, the language that members understand and speak. Your role is not only pivotal to member success and club success but to District success.

You raised your hand to serve, already, you are poised to win and in the year in which we are #BuildingALegacy, let us be forward looking and begin to identify our successors now. Your ultimate wins will only be truly seen when the club continues to excel long after you have handed over the leadership seat.

Lumbani Misoya



Return on investments: Corporates and the benefits they have from having Toastmasters in their organization. - Penny Sikhwari

Toastmasters International has been a part of Nedbank since 1978, this organization prides itself with the benefits obtained through this partnership creating a second club for the Executives two years ago. Penny Sikhwari, the President of the Nedbank Executive Club was quick to mention that the organization has Toastmasters International on their website and as part of their onboarding process. When asked what the benefits are, "Toastmasters is a lifestyle!" she replied with excitement, "understanding and applying what Pathways teaches has assisted me tremendously even in my personal life. My children have complimented me on how well I communicate, my family trusts me to speak in all our family gatherings and between you and me, I can easily spot a not so well seasoned speaker at events" she added with a great laugh. It is a well known fact that each meeting helps build self confidence, teaches one to plan and run effective, efficient meetings, fosters initiatives and proactive thinking, enhances the ability to listen and evaluate objectively; both personally and professionally. It also helps in developing networking, sales and marketing skills and its accomplishments create and sustain a winning attitude within an organization.

Sibongile Mazibuko

“OVERCOMING THE IMPOSTER SYNDROME”

I am Hannah Hazvibvumesu Tarindwa, the first and the last. I have never felt imposter syndrome but I have had moments of deep self-doubt.

“Imposter Syndrome” is a term that was first used in 1978 for Psychology research that focused on highly achieving women of that time who felt like they did not deserve the achievements they accomplished and the accolades that came with them.

25 years later, I have the privilege of following in the footsteps of women who paved the way for women like me to embrace their talents, skills and achievements without feeling as if I we are frauds, which we are not.



As an individual who strives for creativity, excellence and contribution I have always made sure that when I set a goal, I work for it and keep my integrity intact as I go about the journey of reaching the goal.

I am not double-minded about my achievements.

The day I got my DTM confirmation letter, I was not surprised. The day I won a speaking competition, I was not confused. The day I was asked when I could start working before leaving an interview room, I was confident that I had nailed it! I knew that I had done it through effort, time and dedication.

Most people struggle with self-doubt which is not the same as believing they do not deserve the good that comes their way or are afraid to be seen as frauds. Imposter Syndrome is often a product of people who feel threatened by a person's achievements and want to diminish them. For example, old employees may feel threatened by a set of new employers and set out to make them feel as if they do not deserve to be part of the organisation. Who has the problem?

So, whether you are given a chance to lead your work department or you are being mentored to be the next President of your Club, you may feel a tad bit of self-doubt. The good news is that being a Toastmaster means you are surrounded by people who want to see you win!

Lumbani Misoya

TOASTMASTERS RATE OF RETURN ON INVESTMENT: VUYISILE VUTHELA DTM

As our founder Dr Ralph C v said: “We work together to bring out the best in each of us, then we apply these skills to help others be their best. Toastmasters is what has made us the leaders that we are today. Leaders who support, celebrate and uplift each other irrespective of our gender, culture and beliefs.”

Toastmasters International has a guaranteed and noticeable return on investment. It offers amazing Mentorship, Communication and Leadership programs which when one



puts in the required effort, gets them to become the quality leader that they aspire to be. The responsibility, however, lies upon the individual making the investment, to do their part, participate wholeheartedly and reap the rewards.

Definitely by investing in your personal development, getting involved and raising your hand to participate in our Toastmasters International program will help build and increase your self-awareness, strengthen your communication skills, gain experience, boost confidence and develop into the leader you want to be.

Toastmasters International is an organization that enables its members to improve their communication skills in a safe, encouraging and supportive environment. It provides the opportunity to learn and master the art of listening and thinking, which are vital skills that promote self-actualisation, enhance leadership potential, foster human understanding and contribute to betterment of mankind. Invest in your personal development, invest in Toastmasters and watch yourself become transformed. You will not regret it.

Lumbani Misoya

EMBRACING PROCRASTINATION: FREE PERSONAL DEVELOPMENT FOR LASTING GROWTH

Hello, fellow seeker of self-improvement! We've all faced it – the temptation to delay activities that contribute to our personal development. But wait, it's time to break this cycle and dive into growth-enhancing endeavours without hesitation. Let's explore how a personal development perspective can guide us in conquering procrastination and embracing our path to growth.

Picture this: you've got a list of personal development activities waiting for you, yet the allure of streaming services and social media prevails. Sound familiar? The first step is realizing that procrastination hampers our journey toward self-improvement. And in personal development, progress is key.

Begin by setting specific goals for your personal development journey. Break these goals into manageable tasks

that simplify your roadmap to growth. As you check off these tasks, you'll not only simplify the process but also boost your sense of accomplishment. Remember, personal development flourishes through consistent steps.

Align your mindset with your ambitions. Your mind is fertile ground – nurture it with positivity. Swap "I'll start later" for "I'm investing in myself now." Your attitude is the engine that propels personal development.

Visualization, a potent tool, comes into play here. Close your eyes and picture yourself fully immersed in growth activities. Feel the satisfaction and pride that comes from investing in yourself. This mental rehearsal fuels your motivation.

Now, distractions. Procrastination thrives in a distracting environment. Craft a suitable space for personal development by eliminating digital

diversions. Dedicate an area to your growth pursuits – whether reading, meditating, or learning. A clear space fosters a clear mind.

Reward yourself as you progress. Personal development isn't just about effort; it's about cherishing the journey. Treat yourself after productive sessions – a brisk walk, a favorite snack, or a moment of relaxation.

To conclude, personal development thrives on proactive action, not procrastination. Embrace growth activities with enthusiasm, and you'll find yourself advancing in skills, knowledge, and overall well-being. Whether it's mastering a language, practicing mindfulness, reading insightful books, or cultivating talents – remember, each instance of self-investment propels you toward a remarkable future. Bid farewell to procrastination and relish purposeful personal development. Your future self will be grateful!

Anke Stow



A HIGHLY SUCCESSFUL TOASTMASTER WHO HAS CHARTERED MULTIPLE CLUBS: DILSHAAD RAJABALEE INTERVIEW

You have succeeded in chartering multiple clubs, congratulations on this remarkable feat. Please share how many clubs you chartered and how you achieved that.

Division B is made up of Mauritius and Madagascar. Madagascar has been the first to charter two new clubs in this mandate. This initiative has been worked on by a remarkable team in Madagascar with unflinching commitment.

Personally – I chartered two new clubs in September 2022. And I have helped others in their club chartering process all throughout my Toastmasters journey.

Whatever is achieved in life rests on willingness, willingness to excel, drive to help and serve, and belief in

“Be passionate in everything you do – the rewards will flow”

making others grow. These are some of the things which help me in doing this club-building exercise. Besides, team spirit and collaboration are essential in any project – I am fortunate to be working with some dedicated people willing to help in the process.

I also find myself working in a District where

you cannot but be inspired to work for the greater good.

How do you manage your time to effectively lead and participate in multiple Toastmasters clubs?

Toastmasters International is my passion. It is one of the activities I do when I want to find peace and rejuvenate. It is thus natural for me to make time for Toastmasters International activities. Whilst doing so, I feel I am able to give back to others what I have been able to gain in terms of growth and development.

That is phenomenal. What resources or tools do you use to stay organized and on top of your responsibilities as a club leader?

I use Microsoft Office tools to diarise and plan. I am also fond of scribbling – small notes at the back of an envelope have been and remain a part of me.

Those are helpful and interesting strategies. Can you share a specific example of a challenge you faced while chartering and leading a Toastmasters International club and how you overcame it?

I was helped by the District and Cabinet and

therefore all issues were ironed out promptly. I, therefore, do not recall having come across any major blocker. My motto is to seek help, before I feel overwhelmed so this is exactly what I do – dare to ask for help.

How do you balance your Toastmasters International commitments with your personal and professional life?

It all boils down to planning. If you have good planning, combining it all becomes feasible.

Can you describe a particularly rewarding experience you've had while participating in Toastmasters?

The sense of achievement – the ability to be able to be an inspiration to others is fulfilling.

What advice would you give to new Toastmasters International club leaders on how to be effective in their roles?

Be passionate in everything you do – the rewards will flow – new opportunities will unfold and with it the possibility to grow yourself and make others grow.

How do you maintain enthusiasm and motivate your club members to stay engaged and committed?

I am eager to do well. I therefore strive towards excellence in everything I do – subtly this in itself is contagious and it overflows to those around me to emulate this behaviour.

We therefore all bond well and perform to the best standards.

Edith Utete



EDUCATION

EMBRACING MENTAL

HEALTH: STRENGTHENING

LEADERSHIP FROM WITHIN

In today's fast-paced world, with its ever-increasing demands and challenges, it is crucial to address the topic of mental health. Mental health encompasses the well-being of our minds, emotions, and overall psychological state. For Toastmasters International, an organization that values personal growth and effective communication, understanding mental health becomes an essential component of effective leadership. Let's explore the significance of mental health and shed light on four prevalent mental health issues that affect leaders.

Stress is a common mental health challenge faced by many in high-performance roles. Toastmasters International is not an exception, when we are not mindful of how much energy we spend on different demands and balancing up responsibilities, we will find ourselves moving from stress to exhaustion. We therefore need to encourage stress management techniques to maintain well-being and equip members with the tools to navigate demanding situations.

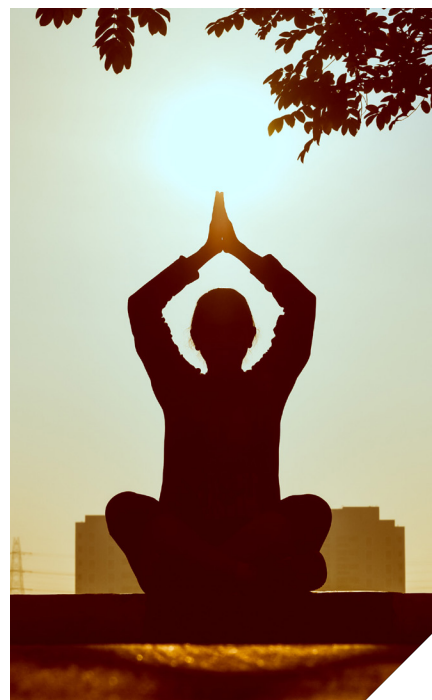
Anxiety and depression are prevalent mental health issues affecting individuals worldwide. As leaders in Toastmasters, we can cultivate a supportive and inclusive environment that reduces stigma and encourages open dialogue. By fostering empathetic communication amongst ourselves and offering resources for support, we can empower our members who may be experiencing these challenges to seek professional help and regain their well-being.

Burnout, a state of emotional, mental, and physical exhaustion, can hinder leadership potential. Balancing commitments and managing boundaries plays a vital role in preventing burnout. Toastmasters International can promote time management strategies, self-reflection, and self-care practices to help

members sustain their passion and motivation.

Throughout our leadership journeys, imposter syndrome may surface - the feeling of inadequacy despite accomplishments. A Toastmasters environment can provide a safe space for open discussions about this common experience. Sharing stories, mentoring, and nurturing a growth mindset can empower our members to build resilience and recognize their true potential.

In my opinion, mental health awareness is a soft skill and an integral part of effective leadership within the Toastmasters International community. By understanding and embracing mental health, we continually fulfill our mission to provide a mutually supportive and positive learning environment in which every individual



member has the opportunity to develop communication and leadership skills, which in turn foster self-confidence and personal growth.

As leaders, let's champion mental health and cultivate a culture that thrives on empathy, resilience, and personal growth.

Dr. Clinton Kadochi

HOW TO WIN THE EXCO!

Bobby Knight, an American former basketball coach once said; "The key is not the will to win...everybody has that. It is the will to prepare to win that is important". And the former President of Aurora Club, Ishfaaq Peerally couldn't agree more when he responded to the question; "How does one win the EXCO? It is important that you know yourself and to have fun in the process." Having been the club officer, VPE and then president of the club, Ishfaaq understands the honor to be called to serve and the pressure that comes with learning while you serve. "Do research on the different roles in the EXCO team to understand which role is suitable for you before the nomination stage, be clear about your strengths and weaknesses when citing why you are the best candidate for your preferred role during the interview stage and prepare yourself to learn in a safe space, grow and most importantly serve" he said confidently advising those who are willing to take on this great challenge.

Sibongile Mazibuko





EDUCATION SEGMENT

EMBODYING TOASTMASTERS INTERNATIONAL BRAND AMBASSADORSHIP

Hello, my name is Joao Sarmento. I have been a member of Toastmasters International since 2012. I was introduced to the leadership expedition through a video that was posted on Facebook on a competent communicator project. I had personally seen the change and progress in the speakers' speaking and leadership skills. I quickly joined the week after.

I am now on my way to becoming a 3-time DTM.

I have helped create clubs in multiple countries by focusing on developing, growing, and boosting my community using Toastmasters

International as a leverage to help our African professionals fulfil their full potential.

In the end it's about the process and the experience. Anyone who trusts the process and goes through the Pathways becomes the best version of themselves as a communicator, leader, professional and person.

Now who doesn't want that for themselves?

My push comes from "communication brings you to Toastmasters, but leadership is what keeps you here".

Atupele Ellah Stambuli

“
...communication
brings you to
Toastmasters, but
leadership is what
keeps you here
”

YOU NEVER STOP LEARNING: LINDA CHIMANIKIRE DTM INTERVIEW

1. What inspired you to join Toastmasters International, and how long have you been a member?

This is my 10th Anniversary year. I joined 1 June 2013. I was shy and was scared of public speaking. In 2012 I was given an opportunity to sell my business wares at a seminar. I struggled and my friend had to pitch in and speak on my behalf. She became my default spokesperson for anything that required speaking. This carried on for a while until my friend discovered Toastmasters International and encouraged me to join. I have not looked back and have enjoyed my journey.

2. How have you seen yourself grow or change as a communicator since joining Toastmasters International?

I am definitely a better communicator. I listen to understand and not respond. I am aware of the different communication

styles and I adjust accordingly to ensure that communication takes place. I am now able to train, something I thought I would never do in this lifetime. I can even pitch my business confidently. I am currently a life coach and this requires communication skills.

3. That's amazing. What keeps you motivated to continue attending meetings and participating in speeches and other activities?

I believe that you never stop learning, besides there are so many resources on Toastmasters International website available for every member. I love interacting with people and watching people transform their lives as they discover their potential. Toastmasters International has a mentorship programme and I have been mentored and also mentored a lot of members. Each mentorship relationship brings something new and you get to interact on a personal

level with the member. Each time I actively participate in Toastmasters International I always learn something new.

I have travelled and explored new places that I would not ordinarily have gone to as a result of being a member of Toastmasters International. My first trip overseas was to a Toastmasters Conference in Kuala Lumpur, Malaysia. I have never missed a District Conference since I joined. The experience is unmatched so far.



4. Have you taken on any leadership roles within the organization? How have those roles challenged you and helped you grow?

I have taken up several leadership roles and the most challenging was being a Division Director. I learnt a lot about leadership in that year and that indeed it can be lonely at the top. This role taught me how to be assertive and have difficult conversations. Taking up leadership roles at club or district level teaches you how to deal with people. It is interesting, challenging, rewarding and even depressing sometimes, but you always emerge stronger and wiser if you allow yourself to learn from your failures.

5. How have you seen Toastmasters International change over the years and how have those changes affected your personal development journey?

Toastmasters International has changed to embrace technology. This helped me when the Covid-19 pandemic came as I could easily adapt to online working. Imagine if I had left thinking I had done it all, I would have missed out on this new knowledge.

6. Do you have any tips for new or less experienced members who may be struggling to find their footing in Toastmasters?

Toastmasters is a journey and not a destination. Whatever effort you put in, you will be rewarded. Growth happens in a subtle way and people around you will notice before you realise that growth has taken place. I would recommend you participate in as many roles as possible and put your all into it. Just remember no experience is wasted experience. Toastmasters International is a safe place to experiment and find your footing. Polish yourself so that when you go out there in the unforgiving world, you will shine like a diamond.

7. These are such important lessons. How have you applied what you've learned in Toastmasters International to other areas of your life outside of the club?

Everything I have learnt in Toastmasters International I have been able to apply outside of the organisation. I run my own business and I have used the skills learnt to apply them as an employer. I understand the importance of communication and use interpersonal skills that I learnt to interact with my customers. This also includes having those difficult conversations.

Edith Utete

DO MEN ALSO SUFFER FROM IMPOSTER SYNDROME?

We had the privilege to hear from Kage Kgobero DTM on his experience with Imposter Syndrome as a man, here is what he had to share:

1. Understanding Imposter Syndrome and its Impact on Public Speaking:

So let's talk about Imposter Syndrome—it's like that sneaky guest that crashes the party of your achievements. You know, when you've got the trophies on the shelf and yet there's this whisper that says, "Are you sure you belong here?" It's like standing backstage, heart pounding, wondering if you're about to forget all your lines. Even experienced public speakers, like me, have grappled with this unwelcome visitor. It's that fear of being unmasked, of people realizing you're not as confident as you seem. And let's be real, it can seriously cramp our style, making us doubt ourselves when we should be shining.

2. My Encounter with Imposter Syndrome:

Oh, you better believe I've had my tango with Imposter Syndrome. I remember this one time, right before I was set to take the stage, those nagging doubts crept in like uninvited guests. "What if they figure out I'm just winging it?" or "Do I really have what it takes?" My mind was throwing a whole party of uncertainty up there. But here's the twist: I decided to RSVP to a different vibe. Instead of letting those doubts take the stage, I took a deep breath, reminded myself of all the hard work I'd put in, and took the spotlight with confidence. It was like rewriting the script in my head and embracing my own narrative. And guess what? It worked wonders.

3. The Impact of Imposter Syndrome on Public Speaking:

Picture this: you're up on stage, ready to inspire and engage your audience, but there's this cloud hanging over you. Imposter Syndrome isn't just a confidence zap—it's like pouring rain on your performance parade. Your brilliance should be lighting up the room, but instead, you're wrestling with thoughts like, "What if they find out I'm not as knowledgeable as they think?" Your connection with the audience becomes like a shaky Wi-Fi signal, and that energy you should be channeling into your talk gets hijacked by self-doubt. It's like trying to perform a solo while carrying a heavy backpack of insecurity.

4. Overcoming Imposter Syndrome in Public Speaking:

Here's my secret sauce for kicking Imposter Syndrome to the curb when it tries to crash my speaking party:

a) Embrace Vulnerability: You know what? It's okay not to have all the answers. It's okay to admit you're still learning. That's the real you, and that authenticity is your power move.

b) Rewrite the Inner Narrative: When that inner critic starts yapping, turn it into a cheerleader. Swap "I'm not good enough" for "I've worked hard, and I've got something valuable to share."

c) Celebrate Achievements: Keep a "Victory Journal" where you jot down your wins. When self-doubt rings the doorbell, you've got a whole list of reasons to say, "No thanks, not today."

d) Seek Mentorship: Reach out to seasoned speakers who've been there, done that. Their stories and advice are like GPS for your speaking journey.

e) Practice Mindfulness: Stay in the moment. When you're up there, it's not about you; it's about giving something awesome to your audience. Focus on that.

f) Learn and Adapt: Every stumble, every triumph—it's all part of your story. Embrace it. Those curveballs? They're sculpting you into an even better speaker.

So, here's the thing: Imposter Syndrome might show up unannounced, but you've got the power to show it the door. Maya Angelou nailed it: even the greats have had their moments of doubt. Stand tall, remember you've earned your place, and let your brilliance light up that stage. You're not alone on this journey—we're all navigating the twists and turns of growth and learning, together.

Stay brilliantly you,

Kage!

Clinton Kadochi MD





A MENTALLY STRONG LEADER INTERVIEWEE: LAME MTHETHWA

Met Lame Mthethwa, a full representation of a goal getter and present leader. She believes every person carries significance in them that can change the world. She says “the starting point of leadership is being able to motivate and help others identify what they carry for them to be able to challenge the status quo” motivating and empowering others.

You can tell from her passion and vast experience that she fully enjoys making positive changes in and around her environment. She is the glue that fits resources together and the oil and motivation to get people going, the main activator. A passionate leader that inspires the people to keep progressing.

A World without leaders is a world without direction; Lame Mthethwa holds on to the why, she deals with challenges from that perspective which helps her to breakdown the challenge to its smallest form where she now begins to recommend solutions from that space.

Lame knows the power within her, and she uses it to its fullest potential to move forward. Powerful!

Atupele Stambuli

LEADERSHIP VISION FOR THE DISTRICT 74

Bhekisisa Ngomane is an Aircraft Maintenance Engineer who believes in making time for the things he loves that have seen him being awarded Distinguished Toastmaster. All the while wearing Author, Productivity and Sales Trainer, Keynote Speaker, and many other feathers in his hat. He was previously Public Relations Manager for Toastmasters Southern Africa (District 74) and is continuing in the cabinet as one of two Club Growth Directors.

What has been the secret to your success in leadership at Toastmasters and in general?

I don't think it is quite the secret but being intentional about why you are doing something will always propel you to succeed. All other supernatural forces then subsequently collude to help you succeed. There is also power in association. Relate with those you admire and would like to emulate, especially through Toastmasters International and you will eventually get there.

Retaining a role on the cabinet from the previous Toastmasters year, what lessons have you learnt that you will be taking forth into your new role?

The biggest lesson I have learned is that everything moves so fast. The year literally sprints past. Although so fleeting, there is so much room to grow; this is how I have learnt many lessons. One such is that 80% of leadership is undoubtedly communication. When you communicate expectations with clarity, you are bound to succeed.

What is your dream for club growth in District 74 during your tenure?

My dream is to have no one in Toastmasters Southern Africa in the pursuit of personal development driving longer than 20 minutes to find a quality Toastmasters Club.

Which specific objectives/goals have you set to build towards your dream of club growth for the district?

To achieve the dream of everyone in this district being within a 20-minute radius of a Toastmasters club, we have

set an ambitious goal to start one hundred (100) clubs. Therefore, this is a call to all members who see potential in their area, to start a club today. These clubs ought to be healthy in that they should have a membership of at least 30 who can operate optimally even in the absence of several members. With that said, “30 is the new 20!”

Lastly, we plan to establish a Club Growth Academy which will nurture the skills needed to build these healthy clubs. The platform will offer tools and resources specifically for club creation. However, such skills as will all other Toastmasters International activities, will certainly cultivate other areas of the attendees' personal lives. For example, Marketing taught to aid club creation is applicable to career and business.

What words of motivation would you give fellow Toastmasters to encourage them to continue to be proactive and productive in their journey of self-development with Toastmasters as a tool?

I often ask my mentees, “Why did you sign up for Toastmasters International?” This is to establish their why. This is therefore a loaded question as the why evolves along each of their journeys. I liken Toastmasters International Pathways and those alone to a buffet, you could very well honour the invite, eat, and leave by way of just completing projects but there is so much more to partake in. Impart your knowledge onto others by way of mentorship, serve as leadership, learn all the paths practically in the safe environment that is Toastmasters, and subsequently grow in life, career, and business.

Tumelo Maphalala



EVENTS AND ENTERTAINMENT

Highlights of District Director Angie Kivido Newzroom Interview with Hugo

“On the 1st of July 2024, District 74 will celebrate the birth of another district” Those were the opening remarks of our New CEO Angie Kivido as she took on the Newsroom Africa stage just 14 days into her term. Clad in a red perfectly tailored blazer, she exuded power and control as she spoke to Hugo Ribatika, one of Africa's finest News Anchors. It was clear that our new CEO was ready to hit the ground running and that she had a powerful end in mind, and that goal was nothing short of Leaving a Legacy.

She highlighted some key Toastmasters points, namely that it offers one of the

safest learning environment, using her experience of thirteen years. She pointed out how she has blossomed from being tongue tied at her first meeting and yet through applause and encouragement from fellow members, today she is standing on world stages.

She also spoke about the Core Values of Toastmasters International that guided our members.

These being Respect, Integrity, Service and Excellence. These enable our diverse members worldwide to have a sense of belonging and commonality.

She spoke on our education system, Pathways and how it is so rich and diverse and therefore covers all types of leadership skills development namely Dynamic Leadership, Strategic Relationships, Visionary Communication, Effective Coaching and others.

Therefore, whatever level you are or leadership aspiration you have, the Toastmasters Curriculum has something for everyone.

The highlight of the event was how she blossomed as she spoke of the birth of a new District on the

1st of July 2024.

When Hugo asked why?? District Director Angie articulated with confidence that this meant more leadership opportunities and more speaking opportunities for everyone, meaning every member has the chance to elevate.

When asked about her journey and why 13 years later she was still a Toastmaster, Angie highlighted that she joined just for communication skills development but later learnt that Toastmasters International has more to offer and since then she has never looked back.

She closed with a strong call to action to non members, “join Toastmasters International.

Check for a Toastmaster club online or send an email to the District Director

Noma Muzunze

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INTRODUCING DREAMCON 2024: JOEL GOMBERA INTERVIEW

Nurtured and embraced by two oceans, the Atlantic and Indian Oceans, Toastmasters Southern Africa is comprised of over 250 clubs in Angola, Botswana, Eswatini, Lesotho, Malawi, Mauritius, Madagascar, Mozambique, Namibia, South Africa, Zambia, Zimbabwe, including corporate partners such as Nedbank, Old Mutual, Standard Bank, Vodacom, CBZ, Madison, Deloitte among others. The organization has empowered many members of communities and companies to become effective communicators and leaders.

The Johannesburg Toastmasters Club is the oldest club in Africa. The First Canadian Toastmasters Club sponsored the Club over 70 years ago. Harry Olden, a First Canadian Toastmasters Club member, formed the club while working in Johannesburg. In 1950 the



club was formally chartered.

Toastmasters Southern Africa (also known as District 74) was established in 1978 as a non-profit organization to help corporate and community groups in Southern Africa develop public speaking and leadership skills.

DreamCon2024 celebrates the road travelled by Toastmasters Southern Africa.

- The conference will remember and hold dear all those great dreamers who came before us and their adventures that led to the building and making of District 74 today. A special program item of Storytelling presented by the Past District Governors and Directors.
- Club Banners will then be displayed along the timeline around the main conference room in the date order of when the Clubs were originally chartered.
- Our Conferencing Educational Tracks Portfolio is working towards hosting two separate educational tracks that will run at the same time: Leadership and Communication.

Theme - Dream It, Drive it, Do it

We have a vision to deliver activities throughout DreamCon2024 that will facilitate networking opportunities for our members as well as be of a Toastmasters flavour.

Our vision is to deliver an inclusive conference for the Toastmasters International members of District 74 Southern Africa that brings happiness through networking opportunities and worthwhile education at the best possible price.

#ToastmastersSouthernAfrica
#DreamCon2024
#ToastmastersInternational
#Leadership #Communication
#PublicSpeaking

Edith Utete

CAPE TOWN WEEK

“Cape Town Week” was an auspicious undertaking as our District 74 leaders took over the Mother City. We caught up with our Program Quality Director Granny B007 who filled us in on the details.

For those who may not know, what was Cape Town week?

District Leaders travelled to Cape Town as the chosen area while there were Club Officer Training rounds carried out in person. The District took the opportunity to visit the area so as to host knowledge transfer from leaders by way of various activities that were specific to the needs of clubs in that area.

What went into pulling off the presence of multiple leaders in Cape Town for this extended period?

Whilst in preparation for travel to the United States of America for the Toastmasters International 2023 Convention, an opportunity presented itself that allowed for myself, Club Growth Director - Bhakisisa Ngomane as well as Division D Director - Benjamin Akinmoyeje to convene in Cape Town and that is when we managed to pull this off.

What goals were set in preparation for Cape Town week?

We currently have an urgent need for leaders in the Cape. That is, for both Divisions D and E which are Southern and Northern parts of Cape Town respectively. The current Division Directors, Benjamin Akinmoyeje and Grace Liwewe are not based locally and the same goes for most of their Area Directors. Some areas are vacant and in need of Area Directors in these Divisions. This current situation motivated the visit so that we facilitate the uptake of leadership roles by individuals local to the area who would begin to lead their Areas and the Divisions at large.

Were they achieved?

We most certainly managed to build great relationships with dynamic leaders in Cape Town and met new aspiring leaders to set into motion leading the Areas and Divisions. We appointed them into office successfully.

What specific activities took place at Cape Town week?

We started off by meeting Division E to inspire them, answer questions, and offer support. We also met Division D, with some members of Division E to host a training based on converting guests into members which is a challenge for most clubs. A Lead Generation was held for Cape Town at which a demonstration meeting was held.

After which a dialling party was carried out to convert the guests of that demonstration meeting into members. It was successful and I am glad to report that we generated a lot of leads for Cape Town, some of which have already joined clubs. We also visited as many clubs as possible that had meetings that week and interacted with members. Lastly, we met leaders to find out which challenges they were facing and how we could support them better for the best member experience.

How did members gain from participating or following the Cape Town week festivities?

We made an effort to visit every club that held a meeting that week, going as far as dividing the trio to aid more coverage when there were several meetings taking place at the same time. Attending such meetings gave us an opportunity to motivate members to stay the course and encourage them to take up leadership roles and grow their potential within Toastmasters International and give insight into the vastness they could grow themselves into.

What were your personal highlights of Cape Town week?

Being able to build rapport with our members is always such a precious opportunity. I loved the interactions with the leaders and members alike as we engaged with one another during discussions and collaborations. Together we form a strong group of people that empower and grow one another.

How did Cape Town week help the overall District Goals?

The goal of the District is to be number one and this will reflect the capacity and support of District leaders to the clubs and individual members. For this reason we need to monitor our Key Performance Indicators (KPIs). The first one is that of paid clubs, that is, new clubs started as well as retained clubs verified complete. Having visited Cape Town gave us an idea of where support should be channeled more and in what way to boost performance. The second KPI is that paid-up members achieve their education goals through completion of project levels which is reflected on Distinguished Club Performance. Initiatives such as the Smedley, TalkUp and others help clubs achieve their DCP Goals.

Where to next?

One other division that faced severe challenges last year was that of Division P- Kwa Zulu Natal (KZN), South Africa. At the end of Cape Town week, we extended our visit to start planning “KZN Week”. Fortunately, there are many tenacious



leaders who are helping organize the visit. A program has been put together based on the needs of the region. Look out for flyers soon!

Is there anything you'd like to add?

There is a statement that says “A threefold cord is not easily broken” and another that says, “The weakest link is where the chain will break”. If we would like to ensure that in District 74, All Divisions and Areas have clubs that are flourishing with 20 or more members, delivering their educationals, and reaching their KPIs, only then will we know that the Toastmasters education program is alive and well in our communities and that people are gaining that which they have invested their fees in and are getting the adequate value of. Thus I would like to add, when you are planning for a Club Officer Training event which is mandatory, collaborate with team members to find out the needs of clubs so that when a Toastmasters International week is held in their vicinity, it caters to the needs which were voiced rather early and planning can be done well as strategically. This will ensure that the value of Toastmasters extends to every member.

Tumelo Maphalala

TOASTMASTERS

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CONVENTION IN PICTURES



