



I-Yurophu, Imelika kunye ne Caribbean bakuthethathethwano ngemiqathango echaphazela umsebenzi nemiba ebalulekileyo ngensebenziswano kwinkomponi eziqikelelwa emakhulwini amahlanu.

Ngu-Max Schupbach, onesidanga se Ph.D.

Kulendawana abhalwe ngokuluhlaza elandelayo kukho amagqabantshintshi ezimvo zika Amy kunye no Arnold Mindell's ezibizwa I-Worldwork theory. Banika iinkcukatha ngamanye amagama angathi alindeleke. Xa ungumntu osele nolwazi nge-Worldwork okanye ungena mdla ngencukatha ezithe vetshe ngobuntoni bayo, ungabe uhlabela mgama.

Amagqabantshintshi e-Worldwok Theory

Nanka amagqabantshintshi e-worldwork theory azakuthi ancedo ukuba luqondeke bhetele oluhlalutyo. Ukufumana iinkcukatha ezithe vetshe ngokoyamene nalomba unako ukufunda indatyana esisingeniso ebizwa nge *Worldwork - Transformation in Organizations, Communities, Business and the Public Space.*

Ngokwe Worldwork, umbutho usebenza ngendlela ezininsi ezohlukeneyo nezigaba ngezigaba. Isigaba sokuqala sesokuqhubeka imihla ngemihla okuchaphazela iinkcukatha ngombutho, abantu, izakhiwo, iminqweno, amahlelo kunye nengxaki ezidinga ukusonjululwa. Kwakhona, kukho isigaba sombutho esijongene ngqo nokugcinwa kwemiqathango. Siso kanye esisi gaba sombutho esijongene ngqo nokuvakaliswa kwembono zabantu ezohlukeneyo, bantu abo bangamalunga ombutho. Konke okungathi kujongeke njenge ngqinambi okanye iingxaki kuzinzame zombutho ukugcina yonke imicimbi yawo icalanye. Kuzo ezo nzame zokulungisa ukuhlala kuba kho imbono ezithi zibalasele kwakhona kube kho ezo ziye zingabi nako ukufumana ukuhoyeka okwaneleyo. Ukwenza umzekeliso, khawufane ucinge inkokheli yombutho izakuthi "somelele kwaye asoyiki nto, sizakuphumelele linetha okanye liduduma". Okuyaye kucace into kubana kukho umntu othethelwayo nozifumana evinjwa inxaxheba yokuveza izimvo zakhe. Komnye wabo unako ukuphelelwa lithemba nokuba namathandabuzo ngenkqubela yombutho. Thina njengabongamelinhlanganiso kungumsebenzi wethu ukuqinisekisa ukuviwa nokuvakaliswa kwezakhe nobani na izimvo. Khawufane ucinge lombutho ungabadlali beqonga abangena nkokheli eqwalasele ukulungiswa

kweziphoso kwindlela ekudlalwa ngayo. Ngelixa wenza inzame zokukhokhela umbutho kube sengathi kukho isandla semfene simbi esijongene nokukunyola kanti nje zizinto ezingxamele ukuzenzakalela unothanda. Kukho izimvo ezibalaseleyo ze kube kho ezo zingavakaliswayo (ghost roles). Kukho -ke zo zimvo ezidla ngokwamkelwa ngo elethu okanye ngumntu wonke kwimibutho eyahlukeneyo. Ezimbono zingavakaliswa ngaphaya kokufumana ukukhatywa nguye nabani na. Kwelinye icala, ezi zimvo ezidla ngokungavezwa zezo ezingathathwa njengezona zakha zabaluleka ngokwendlela ekuqhutywa ngayo kuwo nawuphi na umbutho. Nangona ezi zimvo zingadli ngokuphumela ekubala, nguye nabani na uyayazi into bana ziyamuchaphazela. Ubukho bezi zimvo ezidla ngokungavezwa buyaye bubonakale xa sele kuthethwa, engekho ode aphume egusheni. Zombini ezi zimvo, ezo ezicacileyo kunye nezifihlakeleyo zingafaniswa nomdlalo weqonga wonopopi. Khawufana ucinge onopopi ababini beseqongeni besathetha kunjalo ze kuthi gqi isithunzela sika nopopi wesithathu ngaphaya kwekhetini. Ngelixa abo nopopi ababini bathethayo, esi sithunzela sikanopopi wesithathu sinokumana siba ne ntwana ntwana esizithethayo. Abo nopopi abame ngaphambili bangayiqondi le eyesithunzela sikanopopi wesithathu esingaphaya kwekhetini. Ngelixa esithunzela simana ukuba nentwana esizithethayo aba nopopi ababini bacinga ukuba ngomnye phakathi kwabo bobabini othethayo. Izihlwele ezithamele lomdlalo zithi zakuyiqwalasela ziyihleke yonke lento nangona osingaye okungonopopi beqonga bengafumani nto tu kwaphela engathi ibe nokuhlekisa. Ukuba bekunokwenzeka ukuba aba nopopi basibone esithunzela oko bekungathi kufaniswe nezi zimvo ezidla ngokuvakaliswa ze umfanekiso wesithunzela sika nopopi ufaniswe nezo zimvo ezingavakaliswa. Lomfanekiso uzotshwe ngaphezulu owezihlwele ezibonakalisa ukuwuvuyela lomdlalo weqonga kodwa abadlali bawo bona bengafumani nto encumisayo ngawo, ubonakalisa indlela izinto ezidla ngokwenzeka ngayo kwimibutho eyahlukeneyo. Uthethathethwano ikakhulu xa kukho imbono ezahlukeneyo lungaba ngunobangela wokwephuka kwemimoya kanti xa ingathi kube kho ukuliqonda oluhlalutyo lwemeko zasembuthweni obesele zikhankanyiwe ngaphezulu, kungathi kuzise uncumo.

Zinto ezi ekulindelekileyo into bana fanele ungaba siyazazi sonke xa kuthethwa ngezinto zokwenene ezithi ziqhubeke embuthweni ndingasayithethi eyezo ezibunyani bazo buyathandabuzeka. Njengoko besesike satsho ukuba ilixa nelixa kukho uthethathethwano zikho izimvo ezizovela ze kubekho ezo ezithi zikho zingenakuvakaliswa. Ezi zimvo ziphumelelayo zezo ezivakaliswa ngokucacileyo ngokungenamathandabuzo nokujonge ngqo emxholweni kodwa siyakuva ukusebeza kwezo zimvo ezigcinwe ngaphakathi okunobumfiliba.

Omnye wonobangela wokuba kube nezimvo ezithi zifihlwe zingavakaliswa ezinhlanganisweni kukuba kho koloyiko lweziqhamo ezimbi ezingathi zibe

nokuvela. Sesikwamkele ukungaphalazi yonke into esezifumbeni zethu ngemiba ekuthethwa ngayo ezinhlangothini nto leyo eyenza singafumani sisombululi kuninsinzi lwengxaki esinazo. Ikwa yinto ebhetele kunokuba sizifumane sele sizintshaba. Lento ivakala kangcono xa uyijonga uyivelela ngakwelinye icala ngokwe Worldwork theory. Ezi zimvo ezithi zivakaliswe nezo ezigcinwa ngaphakathi azichapazeli nje kuphela iqaqobana labathile koko zichaphazela uwonkewonke. Singatsho-ke ukuba ukuhlalutya ezi zimvo ezithi zingavezwa kwenza nawe uzibone ukuba bowukwa mdibi mnye naba bantu ocinga ukuba bangunobangela walo lonke uhlobo lwenzima embuthweni. Ilonto kanye eyenza into bana xa kuthe kwaba kho mntu wumbi ovakalisa uluvo olungahambisaniyo nabaninsinzi ze athi esokuhamba kube kho mntu wumbi ozakubambelela kwelo lizwi ebeke walivakalisa elo kanye unisni olungavumelani nalo. Nangona kulula ukuqwalasela ukungavakaliswa kwezimvo ezithile xa ujonge eminye imibutho uyakufunamisa ukuba leyongxaki oyibona kwabanye ikwakho kwakulona owenu umbutho nangona ezi zimvo zidla ngokucalucalulwa. Xa uqwalasela unokubona ukuba kwenzeka njani ukuba omnye nomnye walemibutho esele siyikhankanyile uveze ubume bawo komnye ngalengxaki yokungavulelani izifuba.

ukuba umntu akhe azifumane kwaye azazi yena buqu leyo akuyonto enokuthi yenzeke ngokwengcinga nangokwenjongo zakhe kuba zizo kanye ezo ngcinga ezimnqandayo ekusombululeni iingxaki ezichaphazela umbutho wakhe. Esi sipili esizijonga kuso siso kanye esenza ukuba siqonde mhlophe ukuba njengoko nathi sisenokuba yinxalenye yengxaki ezisihluphayo lonto yenza siqonde ukuba nabanye abantu kwenzeka njani ukuba babe yinxalenye yengxaki zethu. Yiyo kanye lonto ngamaxesha amaninsinzi singadli ngokuphuma egusheni xa sithethathethana.

Ukukwazi ukuwuqonda lomcimbi kungaba nako ukuphazamisa ukuzola emimoyeni. Kuyaye kusinyanzelise into suwuwele umlanbo wengqukuleko. Xa sinokwazi ukwenza oko ze sijongisise amanyathelo ethu ngengqikelelo, singasose sesiba nako ukuyamkela lengxaki yezi zimvo ezingavakaliswa njengengxaki yombutho uphela. Xa esethe nabani na wakhanyiseleka ngolwazi olunzulu oluziswa kuku phunyeleliswa ekubala kwezimvo ngezimvo umbutho uphela uyaye uxhamle ngendlela ezininzi ezahlukeneyo. Xa lento uyijonga ngoluhlobo ezi zingxaki zizinto ezilungele ukuguqulwa zibe ngezizisa inkqubela embuthweni. Kungumsebenzi kamongameli nhlangothini ukuba nguyee nabani na azive amkelekile ukuvakalisa izimvo zakhe kunye nokuqinisekisa into yokuba xa iphela inhlangothini zonke iingxaki sele zisonjululiwe kwaye nguyee nabani na sele ezijonga ngeliso elahlukileyo iingxaki zombutho. Nguyee nabani na onenxaxheba ayidlalayo enhlangothini kwaye kulilungelo kunye noxanduva lwakhe ukuqinisekisa into kubana inhlangothini nenhlangothini izala ezincumisayo iziqhamo. Kukwaluxanduva lukamongameli nhlangothini ukuqinisekisa into kubana

akunaloyiko kwaye nguye nabani na ukhuselekile ekuvakaliseni izimvo zakhe.

Ukuze yongameleke ngempumelelo inhlanganiso, kuyanyanzeleka into kuba umongameli nhlanganiso ze aziqwalasele imfuno nenjongo zikawonkewonke. zikho ezi zimvo ezidla ngokungavakaliswa zibe zizezona ezidlala indima enkulu ekuqhubekkeeni kwenhlanganiso, zimvo ezo ubukho bazo obudla ngokunga qwalaselwa yimibutho emininsi. Omnye wemizekeliso wezi zimvo ngamava. La ke ngamava okuqonda nzulu ngobomi kunye nabantu, lonto ethi ikhatshwe kukunika imbeko uluntu luphela okuhambisana nukuvakaliswa kwembono ezahlukeneyo ngendlela engazukudala uxambuliswano. Undoqo ngamava umntu nomntu anawo ngobomi nendalo. Ezi ke zizinto adla ngokuziva kwaye azigcine ngaphakathi nekunganyanzelekanga into yokuba ade abe uyazivakalisa ngomlomo. Onamava ngobomi angama kulonto akholwa yiyo. Eyonto akholwa yiyo akanyanzelisi into yokubana nguye nabani na makakholelwe yiyo koko uyivakalisa ngendlela ezakwenza ukuba nguye nabani na azive enomdla kuyo. Amava-ke awabalwa ngazilimela kunjalo nje oku awanako ukuthi uyinkokheli okanye umntu nje ofana naye nabani na.

Uvimba

Isingeniso

Kulovimva esiwuphethayo unokufumana iincukatha ngengxelo mayelana nophando olayamene nophuhliso ebesiluhuba apho bekukho I-Global 500 elikomiti eliquka amalunga abuya kwinkampani ezahlukeneyo ezingaba amakhulu amahlanu ezona zakhe zaba nkulu kwilizwe liphela. Eli komiti likho kwilizwe lonke, ikomkhulu lalo lise Melika I-USA ukutsho. Eli komiti lijongene nenhlobo ngenhlobo zoshishino. Thina soba bini asingawo amalunga alombutho koko silungiselele kwaye sacwangcisa oluphando ngophuhliso ebesele silukhankanyile oluba kho minyaka yonke sikwasebenzisana nabongamele bezoshishino zalombutho. Lo mbutho unamalunga alinganiselwa kumashumi amahlanu kuya kwasixhenxe. Amalunga alombutho angaphezu kwesiqingatha asezikhundleni eziphezulu ze kuthi amanye abe zincutshe ezibuya kwizigaba ezahlukeneyo zalombutho kumazwe ngamazwe okwathi ngezizathu ezahlukeneyo babemnywa ukuba babe yinxalenye yaehlenlangasino. Lenhlanganiso ichaphazela imiba eyahlukeneyo nekunjongo zayo zikukuba kube kho ukubambisana kwizicwangciso zenhlanganiso yonyaka olandelayo. Nangona undoqo ikukujongana nophuhliso ngokubanzi, amalunga amaninsi alo mbutho asazama kangangoko anako ukulungisa ezasekhaya senditsho imicimbi ejongene ngqo nalo mbutho. Nengxaki ezingathathwa njengezona zakha zaba nkulu ekungathi ukuba zisombululeke ze amalunga ombutho afunde nto kuzo, ziyaye zibe phakathi kwemicimbi ethi kuthethwe ngayo

kwinhlanganiso. Siye siwunkcedise umbutho ekutyumbeni imiba ekuzakuthi kuthethwe ngayo kwinhlanganiso ze sinkcedise nasekuqhubekeni kwenhlanganiso buqu. Xa kufika ithuba apho inhlanganiso iye ime ndaweni inye ngenxa yokuhluka kwembono, siyaye senze kangangoko esinako ukuba kufikelelwe esivumelwaneni. Ngelixa lalenhlanganiso imicimbi yombutho eqhelekileyo equka ukwenziwa kwezicwangciso, ukwabiwa kwemisebenzi umntu nomntu afanele ukuyenza, ukulungiswa ko lwabiwomali neminye imicimbi yolohlobo ethi ibe nako ukuhlangukiswa neminye imicimbi yombutho engathi maxa wambi ibe nokuchukumisa imimoya. Lemicimbi iquka ukusebenza ndawonye kunye nokucwangcisa. Ngasekupheleni kwenhlanganiso siye sinkcedise lombutho ukubuyisa umdla ekufezekiseni injongo zabo. Ezi njongo ziquka ubuntoni bombutho, ukohluka kwawo xa ithelekiswa neminye, indima eyidlalayo kwilizwe liphela kunye nokuphuhliswa koluntu. Nawuphi na umbutho unazo injongo zoluhlobo kungakhathaleki ukuba mkhulu okanye mncinci kangaka nani na. Njengoba besesitshilo ukuba okwahlula umbutho komnye zinjongo zawo nokufezekiswa kwazo. Enye eyohlula umbutho komnye zezo ntwana ntwana ezingathi maxa wambi zijongeke njengezinga thethi nto okungathi maxa wambi zibhidaniswe nempazamo. Imvamisa, amaphupha abasunguli bombutho ngawona agcina eselandelwa ngumbutho uphela. Nangona kunjalo, injongo engundoqo yombutho ihamba ngaphaya koko. Ungaba nakho ukuzifundela ngokuthe vetshe ngalomba ku <http://www.maxfx.net/pl/orgmyth.htm>. Lenjongo engundoqo kunyanzelekile into kubana maze ihlale ikhumbuleka ngalo lonke ixesha njengoko iphucula umngangatho wendlela ngendlela esi sebenza ngazo. Sithi sibethe amagqibela kankqoyi ngoku ngokugxinanisa kweyona miba engundoqo ezakuthi ichapazeleke kulenhlanganiso ze sinquluqhe eyona njongo ingundoqo embuthweni. Ekugqibeleni siye sidlale indima ebonakalayo kuguqulelo lwalenjongo engundoqo ukuba lube ngowona mkhombandlela wombutho. Oku kubonakalisa ukubaluleka koluhlobo lenjongo kumbutho nombutho oluthi luzale umkhombandlela. Kunika umdla ukubona umgama omde osele uhanjwe umbutho nokuhlangabezana kwawo nenguqu othi uxhamle kuzo. Ekugqibeleni sigxinanisa kwele ngqikelelo noqwalaselo olungatyhafiyi olawuthi lunkcede ukukhawulela mgama iinguqu esizawuthi sidibane nazo kwelithuba lizayo.

Lombutho okhankanyiweyo apha xa kungoku ulungiselela inhlanganiso ezakube sekungeyesithathu iminyaka ilandelana. Ngemuva kwamathandabuzo amaninsi ebebonakliswa ngamanye amalunga alombutho ngendlela yokusebenza ehlukaniswe yaba zizi gaba ngezi gaba siye sanyanzeleka into bana siphume egusheni ngenkqubo yethu xa iyonke. Kungoku nje umbutho xa uwonke uzele uchulumanco ngokusombulula iingxaki ezingathi zibe kho. Xa kwenzeka ukuba uninsi lwamalunga ombutho eminye yemiba echatshazelwayo engayiboni njengefanelwe ukuchotshelwa enhlanganisweni, kodwa kube kukho abayichasayo lembono siye sohlule amalunga abe ngamaqela ngamaqela okanye sibonane nomntu

ngamnye ngemva kwexesha lenhlanganiso ukuzama ukufumana isisombululo kwiingxaki leyo.

Ukucwangciswa kwenhlanganiso

Kuye kusithathe iiveki ezimbini ukulungiselela lenhlanganiso okuquka:

Ukuziqeqesha nokuzilungiselela.

Xa siqala ukuya kuwo nawuphi na umbutho lubakho olo loyiko oluncinci. Kunokumamela idyudyu, sijongana ngqo nomcimbi esimele ukuwuqabelisa nokuba seku sithiwani. Ngokuloyisa elidyhudyhu siye siqwalasele nezinye izinto ebesingekhe sibe nakho ukuziqwalasela. Nawelityeli siye saloyisa uloyiko ebesinalo ngomnye wamalunga ekomiti yabaxhasi. Ibingu nyaka wakhe wokuqala kulombutho kunjalo nje oku ubengekho klamuklamu ngalenhlanganiso xa onke. Nhlansio eyo ebeyijonga nje njengenye yezinto zokumosha nje ixesha kunye nemali. Ukuqala kwami ukuqwalasela uhlobo ebesiphatha ngalo, ndiye ndacinga into yokubana akafundanga okuyephi kunjalo nje oku ubengenalo ulwazi oluyephi kwezoshishino ikakhulu ngalomba we Worldwork. Ngethuba lokuzilungiselela omnye wogxa bam uye wandicebisa ukuba ndingene ezihlangwini zakhe lomfo. Ngokuba libamba lalomfo ndiye ndaqwalasela into kubana iincukatha abezizisa ngaphambili ezoyamene ikakhulu nobusomabhanki bakhe azifumananga ukuhoyeka okwaneleyo kumbutho wabo. Lento iye yaba lunkcedo kakhulu kum kuba omnye wemiba engu ndoqo kolenhlanganiso obungathanga wachaphazeleka kwincukatha zalovimba, yayikukuthethathethana okuquka esinye sezithethe zalombutho xa kuziwa kwezoshishino. Esi sithethe sibaluleke ngaphaya kokuqonda kwimbali yalombutho noko esingenanto yokwenza kangako nongenisolomali. Kwase lulithuba elide umbutho umana uyichophela le nyewe, nathuba elo eliqikelelwa kwiminyaka emithathu nto leyo umbutho obesele ugqibile ukuba masele iqhutywa minyaka yonke nekukuba kuyinto ekwiingcambi nembali yalombutho okuquka nkqu namaphupha awo. Kuye kwahlaluka ukuba bona bengumbutho lombwa wesinye sezithethe zabo kwicandelo lezoshishino ungumongo xa kuziwa kubudlelwano phakathi kalwe nkomponi noluntu kunye nokukhula kwayo nto leyo ebaluleke ngaphaya kokuqonda kwiminqweno namaphupha alombutho nto ezo umbutho onenjongo ukuba wazelwe zona. Ngenxa yolwazi endinalo ndiye ndeva ndinokuzethemba xa uninsi luye lwabonisa ukuvumelana nentetha yelunga elitsha lombutho ukuba lombwa wesithethe maze unqunyulwe tu kwaphela. Mna ndiye ndaveza into kubana kusenako ukuthi kwenziwe enye into kwindawo yaso kunokuba kusose sekugqitywa ngaso. Ndiye ndavakalisa ukuba kubhetele ukuba esi sithethe maze sigcinwe kuba kakade sinako ukunxulumana nezizithethe ezininsi zangoku kulombutho. Lembono yam iye yankceda kakhulu ngemva kothethathethwano oluthathe unyaka, kwaye iye yanendima ebonakaloyo eyidlalayo xa kuziwa kwizicwangciso zokukhula kombutho nobudlelwano bawo noluntu. Oko kusose sekuba inxalenye yayo

yonke imcimbi eyoyamene nezoshishino lombutho kunye nokoonganyelwa kwawo. Zimbini izizathu ezingunobangela wokuba ndithethe ngoluhlobo: Esokuqala kukubonakala kwindlela iingcinga zethu thina bankcedisi balombutho ezingathi zinkcede ngayo umbutho xa zinokuvezwa. Okwesibini kukubaluleka kwalomba kweminye yemiba esazakavela kuvimba olandelayo. Ngelixa lamalungiselelo thina bankcedisi sifanele kukuziqeqesha apho siye sithi sisebenzisane kwaye sikhumbuzane ngendima omnye nomnye wethu afanele kukuyidlala, imibuzo kunye namathandabuzo esingaba nawo ngomcimbi esijongise kuwo. Siye sibe nokusombulula iingxaki ezichapazela ukusebenza kwethu sobabini ezifana nokhuphiswano olunomona. Ngelixa elifanayo siye sicele omnye wogxa bethu okwicandelo lwezochaso ukuba ze ajongisise inkqubela kwindlela esisebenza ngayo bekwaveza inqanaba abanenjongo ukuba xa sisonke sifikelele kulo baze baziswe ngokutsha okuqhubekekayo. Kuseneveki ngaphambi kokuqala kwezinhlanganiso, siye simeme bonke abachapazelekayo ukuba sibe nothethathethwano kwi extranet yethu. I-extranet iyindlela ekhuselekileyo yoqhakamshelwano esebenza nge intanethi evumelana nokwabelana ngolwazi, uvoto, iingxoxo phakathi kwabantu abahlukeneyo, nokusetshenziswa kwe-online whiteboard nokuyinto ekubhalwa kuyo iincukatha ngenhlanganiso. I-extranet le ikwaphethe namagqabantshintshi ngokulungiselelana kwamalunga kwabucala ngaphambi kwenhlanganiso. Obu bugcisa benza lula ukulungisa uvimba wenhlanganiso kunye nayo yonke eminye imiba enokuthi ichaphazeleke kwinhlanganiso Oku kukwankceda ukuba iingxaki ze zilungiswe zisemgama. Sikwayisebenzisa ke le-extranet xa sihlalutya obekwenzeka ngexesha lenhlanganiso sikwajongisa nemiba ebalulekileyo engazange ide ibe iyachaphazeleka, sinkcedise nasekuzisweni kweenguqu. Kuyi nxalenye yamalungiselelo ethu ophando ukujongisa imiba engathi ibe nokubaluleka kwindibano. Ngethuba lamalungiselelo omcimbi osele sowukhankanyiwe apha siye sawufumana wona mba owundoqo onxulubene nezoshishino kwindawo yase Caribbean nokujongisa imiba enxulubene nalomcimbi. Asigcinanga nje kuphela ngokufunda ingxelo ngalenkomponi, koko omnye wethu waye waba nophando aluqhubayo kwimarike ekwinqanaba lomhlaba ikakhulu kweyo ndawo yombutho ekwakufanele iphuculwe ngakwicala lezoshishino kwinqanaba umbutho okulo xa kuziwa kwimarike equka amazwe ngamazwe nezizathu ezingunobangela wokuba iqumrhu elongamele lombutho libe nenjongo ukuba lombutho ukhule ukuyakutsho kwi-Caribbean. Saye sahlalutya nemeko yezoqoqosho kweli lizwe ze omnye wethu wenza uphando kwindlela okuqhutshwa ngayo kweli lizwe nengathi ilindeleke kwimibutho emithathu esasi zakusebenza kunye nayo. Kuyo nantoni na esiyenzayo siye senze ingqikelelo ukuba siyazilungiselela okogqitha ukucinga ekuyeyona nto kuphela esicinga ukuba ingu mama wempumelelo esiye sibe nayo emsebenzini wethu. Kuyinxalenye yokongamela kwethu okukwinqanaba eliphezulu (Total Quality Management) i-TQM ukutsho. Sesifumanisile ukuba olu lwazi olunzulu lungunobangela wokuba nguye nabani na awuhlonele kwaye awuphe

isidima umsebenzi wethu, safumanisa ukuba abo esisebenzisana nabo baye bazive bekhululekile bekwasinkcedisa nasekuphuculeni umgangatho wengxoxo. Nangona kunjalo, xa sesiqalisile umsebenzi wethu wokunkceda imibutho asibi nako ukuba nokuzidla nokuziqhayisa ngolulwazi olunzulu esinalo koko siyaye sijonge imeko yenhlanganiso ze silusebenzise kuphela xa kufanalekile.

Uvimba

Ungazilungiselela ukufumana iincukatha ezizeleyo kozawuthi ukufunde okuzawuthi kukucacisele mhlophe ukuthi umbutho uzixazulula njani iingxaki zawo ngokuzohlula izigaba ngezigaba. Lengcaciso ayinazo iincukatha ezizeleyo ngendlela esisebenza ngayo. Le ngcaciso ayinalo ugxinaniso kwimiba yenguqu kuzigaba ngezigaba zombutho nako konke okunye okweyamene nalomcimbi. Ivumelana nokuphangela okungenakungxama ngaphansi kwemeko enoxinzelelo. Xa umongameli nhlanganiso enolwazi oluzeleyo ngendidi nendidi zabantu ezikwi nhlanganiso ngezimvo zazo, kufanelekile-ke ukuba inhlanganiso iqhube kakuhle ngaphaya kwema ginxiginxi. Xa unomdla wokufunmana iincukatha ezithe vetshe nge Worldwork Theory, ungaba nako ukuzifundela kwi-website nalapho uzotywe khona umfankiso ocacileyo ngokusebenza kwayo.

Xa unokuthi ufunde ngalomba unokuqwalasela uhlobo ekuthi konke kukhawuleze ngalo. Omnye wonobangela boko, kukuba ndiveze nje amagqabantshintshi obekuqhubekeka. Nangona kunjalo lomcimbi awuzange uthathe ixhesha elingaphaya kweyure.

Ukuqala kwenhlanganiso.

Lilanga lesibini lenhlanganiso. Ngale njikalanga, kuzawudibana umbutho xa uwonke. Omnye wemiba kwinhlanganiso namhla emalanga ngulowo onento yokwenza nenkqubela ebonakaliswa lelinye lamasebe oshishino alombutho elikwindawo yase Carribearn. Kuzabe kungokokuaqala ukuba kube kho ishishini loluhlobo e-Carribean. Ngexesha lokuphumla sivile ngosivile ukuthi eli sebe loshishino lalombutho elise Carribean belinokumana lizifumana linendindi ngendidi zengxaki kaangangokuba bese kuneengcinga zokuba lisose selivalwa tu kwaphela.

U-Brigitte owengamele lomsebenzi uqalise ngengxelo emfutshane ehamba ngoluhlobo.

“Sibe nokuhlangabezana nengxaki ukuzothi ga ngoku. Bekunengxaki equka ngamandla abo bankcedisa ngezinto zokwakha. Ezinye zezinto

zokwakha ziye zalahleka, ezinye ziye zatshabalala kanti ezinye beyingezizo ezo bezidingeka. Ukongeza, bekukukwakho nengxaki yabaqeshwa. Abanye abasebenzi bebengenako ukufika ngexesha emsebenzini, abanye bemana nje ukuziphumela lingakapheli ixesha lempangelo. Kuye kwanyanzeleka ukuba siqeshe abantu abangawazi kuyaphi umsebenzi ukwenzela nje ukugqiba umsebenzi ngexesha elifaneleyo okweza nengxaki phezu kwenye sazifumana sibambezeleka ngeyona ndlela. Uqhakamshelwano phakathi kwequmrhu elongameleyo nabasebenzi basekuhlaleni luthanda ukuba yingxaki. Nangona kunjalo, sinayo into ethi sinokuyoyisa lengxaki xa sinokugalela nje amandla”.

Ngelixa UBrigitte evakalisa ukuzethemba unayo lento yokumana ebonakalisa ukuba nomsindo emane ejonga owombhalo awuphetheyo enjenje ukuvimba ukunqwamana kwamehlo akhe nawomntu wonke.

Elandelayo intetha emfutshane eyayenziwa ngu Alonzo inhloko yombutho wabasebenzi base Carribean.:

“Ewe zibekho iingxaki nejengoko singakabi nayo inqalasizinda. Ngamanye amaxesha kuba nzima ukufamana izinto esizidingayo. Ngamanye amaxesha ihambonzima yethu ibangelwa imozulu engenhlanga kodwa sizama kangangoko esinako ukuba lomsebenzi siwugqibe ngexesha elifaneleyo. Ndiqinisekile singakoyisa ukungavisisani”.

U-Alonzo uvakala njengomntu ozithethela nje ngomcimbi ongamchaphazeli nakumchaphazela. Naye phofu ukwavimba ukunqwamana kwamehlo akhe nawabanye abantu. Imeko imaxongo.

Ezinye zeziphathimandla zibuze imibuzo. Kunokuba u-Brigitte no Alenzo baphendule, banokugxinanisa kulonto bese bevele beyithethile. Iqaqobana leziphathimandla limana ukunyakazisa iinhloko, nto leyo ebubungqina bokuyiqonda lentetha kodwa ubuso babo abungqinelani noku kunyakaziswa kwenhloko, kukho obonakalisa ukucaphuka, abanye bayazinyakamela, omnye athi ukoyama esitulini ze omnye azisongele izandla. Esinye seziphathimandla siveza into kubana makusose sekulityalwa tu kwaphela ngalo msebenzi koko maze uphiwe oku kwethutyana elingangenyanga ze emva koko kubonakale ukuba kubhekiswa kwiliphi icala. Kule nhlanganiso likho iqondobana elibonakalisa ukungqinelana nokuthethwa sesi phathimandla kunye nokukulungela ukuqhubekeka nenhlanganiso. Kuko konke okuqhubekekayo yona imeko ayinakuzola tu kwaphela; UBrigitte ubonakalisa ukudakumba. Umbutho ubonakalisa ukungqinelana neli elethu elokuba maze uphiwe ithuba lomcimbi.

Uhlalutyo: Amacala womabini asevezile ukuba ukuzakuthi ga ngoku ezawo izimvo zime kuphi ngalomcimbi. Lamacala womabini abonakalisa ukwazi cacileyo ukuba elinye nelinye belizakuthini. Ngaphandle kwamathandabuzo, uthethathethwano yinto ebesele ike yaba kho amatyelana ngaphambilini. Oku kuveze mbono ezo zinhlobombini ebeseke sazichaphazela phambilini eziquka ezo ezidla ngokucaca zibe sekubala nezo ezidla ngokungavezwa okanye zivakaliswe.

Into engamandla kolu thethathethwano, kukuba kufumaneka isivumelwano kukwakho nomnqweno wento kubana iingxaki ezikhoyo phakathi kwabantu abanezimvo ezohlukeneyo zisonjululwe. Oku kubonakalisa uqhakamshelwano oluyimpumelelo. Womabini amacala anenjongo yokufumaneka kwesisombululo ingathi bebefaka i-odolo yempahla ezithile evenkileni. Kukho ukubeka ingca kwindawo yoxambulizwano nangona luzivakalisa emazwini lukwazibonakalisa nasebusweni ukuba lungxamele ukuzipha indawo. Oku okubonakaliswa ebusweni nokuvakala emazwini xa kuthethwa kubonakalisa ukungabi bikho komdla woqhakamshelwano. Kukho olunye uhlobo lokuqhakamshelana oluzenzekelayo kuhle kwephupha. Olu hlobo loqhakamshelwano lufaniswa nephupha kuba luzenzekela nje unothanda kungekho mntu onokulunqanda okanye ukuluguqula. Yiyo kanye lendlela yoqhakamshelwano eyenza ukuba ezo zimvo okungenanjongo yokuba zivezwe zifumaneka zizivelela, nto leyo ezibonakalisayo ngaphaya kokuthi de kubekho othethayo. Kulomcimbi esiwuchopheleyo esele sikukhankanyile kungqinelwa ukucaphuka okuvakalayo emazwini xa kuthethwa, ukungaxoli kweziphathi mandla ngelixa zimamele ingxelo kunye nemeko xa iyonke ezele uxinzelelo kunye nocaphuko. Okurhoxiswayo akuso sigqibo ngalomba koko kwenziwa iinzame zokusunduzisa udushe olungathi lube kho olungcambi zalo zikoluqhakamshelano olungavakaliswa ngamazwi. Sicinga into kubana umbutho unokuxhamla xa unobuqonda ngokuzeleleyo ubunjalo bemeko.

Kukho izimvo ezahlukeneyo kwelinqaku. Ukwenza umzekelo, ngokwembono ethathwa njengehambisana nobuntu, unokuyiqwalasela imfuneko yokuba iziphathimandla ezikucinga kwazo koko okwase Ntshonalanga zibe nako ukwamkela ukohluka kwamasiko abasebenzi base Carribeanm, zifunde nokusebenzisana nabo. Ngakwelinye icala xa ujonge ngokwenkqubela kwezoshishino ungangqina into kubana kunyanzelekile ukuba lisose selivalwa elishishini uba kakade litya kanobomi epokothweni.

Ezi mbono ise zizibhako, oyena singaye incubeko kwezoshishino equka amazwe ngamazwe, konke oku kuxhomekeke embuzweni othi iyintoni na inkqubela, intando yoninsi nokuthi kuyintoni na okungathi kusenze siphucuke kanobomi siluluntu elizwenikazi liphela. Eminye yemiba eyinxalenye yoluthethathethwano yileyo eyokohluka kwamasiko nenguqu ezisoloku zikho kwindlela yokuphila koluntu. Lenguqu ingafaniswa nabadlali beqonga basendaweni ke ukutsho bedlala umdlalo onxulubene

nezoshishino. Nangona abadlali aba bengaba ngabasekuhlaleni bedlalela ekhaya, imiba abayichaphazelayo iyamchaphazela nguye nabani na kwilizw liphile.

Xa ukujonga ngeliso lenkqubela oluntwini, ukuphumelela okanye ukungaphumeleli koshishino lwamazwe ngamazwe kuxhomekeke kwiindlela abo abangosomali abathi bahlonele ngayo amasiko nendlela zokuphila kwabantu ikakhulu abo abakumazwe angetyebanga njengawabo. Kukwanyanzelekile-ke ukuba abo abangosomali bakuthathe njengoxanduva lwabo ukunkceda abo abaphuma kumazwe angakakhuli ngokutheni kwezoqoqosho. Oku kucacisa mhlophe into kubana xa abantu benokwehluleka ukuhlonela omnye nomnye nokwamkela ukohlukana kwendlela zokuphila, ngeke kubekho luxolo koko ingaba kukuxambulisa nendlame zodwa. Xa ujonge ngokweliso lokuhlala kombutho usemagqabini, ukhuphiswano kwezoshishino luthi lubeke ikamva elihle lwezoqoqosho engcuphekweni. Kunembono ethi, xa kunokuthi kuvalwe inkomponi ezinisni bakwabanisni nabantu abangathi babe nokoswela impangela. Ngokwembono ye-Worldwork, zombini ezimbono zinabo ubunyani obuthile. Zombini kufanelekile ukuba zibe nobunyani kwaye zingqinelane kuba iingcambi zazo zisuka ndawonye. Sekuhlangene nezinye iimbono ziyinyani ephelileyo. Ngokusebenzisa intando yeninsi nendlela yayo yokusombulula ukungaboni ngaliso linye sinethemba lokuba sizakuthi sivundulule ezombono ezisekusithekeni. Okungathi kuxhamlise umbutho ngendlela ezohlunekeyo okungabangelwa ukufumaneka kwengcinga ezohlunkeneyo. Kungaba-kho okubonakala njengengxaki kungeyiyo kube kubangelwa nje zinzame zombutho ukulungisa imicimbi yawo. Uxanduva lwabankcedisi kukuqinisekisa into kuba oku kuyenzeka ngaphaya kwamaginixinxixi.

Indima yabankcedisi: linjongo zethu kukuqinisekisa ukuba amacala womabini ayazivakalisa ngokuzeleyo izimvo zawo nokoyisa olo loyiko lokubhedesha xa umntu enokuvakalisa imbono yakhe ze ichukumise imimoya yabathile.

Ukuphalazwa kwezifuba ngokungenazithiyo

Omnye wabanckedisi uqala ngokunxiba izihlangu zeziphathimandla ekwafumana igunya lokuvakalisa izimvo zabo okuquka nezo ukungenanjongo ukuba zivakaliswe ngomlomo. Ekwa kwenje nje ukunika ingqiniseko kwelinye icala ukuba usazakulipha ithuba nalo. Umnkcedisi wenje nje ukuthetha:

“ukuba bendingomnye wabasemagunyeni bendizakutsho ngaphandle kwamathandabuzo ukuba ayiyi ndawo lento, kube yimpazamo kwasekuqaleni. Sizakuba nayo ingxaki ngelishishini nokuba singathi siliqhube. Makusose sekuphela ngalo-ke ukutsho.

Abaphucukanga kuyephi kwaye abafundanga ngokwaneleyo okuyilonto bengawaboni namadlelo aluhlaza esibazisela wona. Inga ngesixhoza mphini wumbi. Andinako ukuvakalisa ngokucacileyo oko kuba ndinoloyiko lwengxolo engathi ibe kho ndakuqala nje ukuvula umlomo”.

Bakho aba abazincumelayo ngelixa omnye ezifumana sele enyakazisa inhloko ukungqinelana noko okuthethwayo. Kanti abanye bavakalisa umsindo abanawo ngokuthethwa kwento abangakhange bayicinge ukuba bangaba nokuyiva. Into enika umdla kukubona ubuso bomnye kwiqela labase Carribean buzala uncumo okubonakalisa ukoneliseka yilentetha. Omnye wama Carribeans ubonakalisa ukuyicaphukela lento.

Uhlalutyo: Elinye icala selizityandile igila lavakalisa ezalo imbono ngoko okungaphakathi. Osekuzolandela kukubuyiswa kwezitya ngelinye icala. Oyinkokheli yabase Carribean uqala ngokunika impendulo enengqikelelo evakalisa ukuba bona njenge Carribeans bazama ngangangoko okusemandleni ukulungisa imeko. Uncumo kunye nomsindo ekuye kwaqwalaseleka ngelixa kuvakaliswa imbono zeziphathimandla ezingenanjongo zokuba zivakaliswe, oko kukodwa kubonakalisa imfuneko yokukhuthaza ukuphalazwa kwezifuba xa kune nhlanganiso.

Umongameli nhlanganiso unombuzo awujongise kule eyoncumo. Lomntu obethe wabonakalisa uncumo unika izizathu zemfuneko yokuvakala kwezimvo ezifana nolu. Ukwangqina ukuba ezi zizimvo ahlale enawo umnqweno wokuzivakalisa koko angabi nako. Lempendulo inokumchulumancisa umongameli nhlanganiso ekwafumana negunya lokuhlabela mgama nokunxiba izihlangu ze Carribeans:

“Uba bendinini bendizakucinga ngoluhlobo: Abazange basiqonde, bangamarhalarhume benjalo nje baklwada. Kunokuba bankcedisane nathi ekwenzeni umsebenzi banokusohlwaya kanobomi ngokungafanelekanga kwaye besijongela phansi . Ngokucacileyo abasazi ukuba sizizi ciko zaziphi na iimbiza”.

“Ewe” kungqina omnye wabasebenzi base Carribean.

“banalento yokusithathisa okwezibhanxa bekwasithathisa nokwamavila voco”.

Ejongise kwesinye seziphathimandla omnye wabasebenzi base Carribean uyaqhuba.

“Ninako ukuzixelela ukuba xa sisebenza singoluswanga singavele siwushiye umsebenzi nokuba kuxeshani ukuyozibethelwa impepho yolwandle”.

Imeko seyiguqukile xa kungoku nje nguye nabani na ufuna ukuzibonela ngawakhe okuqhubekekayo.

Uhlalutyo: Eli lithuba elibalulekileyo ukuvakaliswa kwembono eziphuma kumacala mabini. Xa kungoku nje, lamacala womabini aziphalazile izifubanto leyo engavamanga ngokwesiqhelo. Kusemagxeni omongameli nhlanganiso ukuyigcina imeko iloluhlobo elulo, ukuqinisekisa ukhuseleko nenkqubela ndlela zonke. Okokuqala icala necala lifanelwe ukunconywa ngokuzityanda igila.

Umongameli nhlanganiso wenza isiqinisekiso ukuba nguye nabani na unokuyamkela lenguqu esele ikho. Uyaqhuba:

“Halala, xa ninonke niyandixolisa. Eli linyathelo lokuqala ukujongisa esisombululweni. Khanijonge nje ukuba mangakanani amandla eninawo. Ngawo kanye lamandla azosombulula iingxaki, hayi nje qha ukulwela ukuzenza mhle omnye komnye njengoko endiye ndakuqwalasela ngaphambili. Ngalamandla esele niwabonisile azathi awuvuse ume ngenyawo lomsebenzi”.

Womabini amacala afumana ithuba lokuginya amathe.

Konke oku okufumana ukohlwaya kulamacala womabini zizo kanye ke ezimbono ezidla ngokungaphiwa indawo. Kuba kakho ofuna ukuza ngaphambili azicacise mhlophe ezizimvo, iincukatha ezininsi ngazo zisoloku zifihlekile, esingafane sikwenze kukuzicingela ngayo nangayiphi na indlela sikwathatha izigqibo. Ukuze siyisombulule lengxaki, kuyawunyanzeleka ukuba sithobe izibilini ukuze siqonde ngokuzeleyo ubunto balengxaki. Qwalasela indlela lamacala womabini ajongeka ngayo elinye kwelinye.

Icala leziphathimandla: Ingcinga enoburhwada nendelelo yase Ntshonalanga eyokuzibona ukleleklele kwaye ubhetele ngaphezu kwakhe nabani na. Oku kubonakalisa ulunya, nokuzohlula ngobubhetele kunabanye abantu, uburhalarhume nokungazi nto.

Icala labase Caribbean: Ivilavoco, umnqolobi, iqaba, umntu ongazi nto ophila kwilizwe lamaphupha nongaqondi ukuba xa kungengxaki efanele ukusonjululwea itshaywa isaqhuma. Ukungenelela kwethu kulomcimbi kukwenza inzame zokuba lamacala womabini abubone ubugwenxa bawo ukuze zonke ezi zinto ezingunobangela wocalucalulwano zivele zibonwe. Ngumba othande ukuba yingxaki lo, ngxaki eyo engasonjululwa kuphela ngokuthi umnkcedisi abonakalise ngamandla isakhono sobunkokheli bakhe. Funda ngokufutshane okwathi kwaqhubekeka.

Ukuvakaliswa kwemfihlo nokuguquka kwembono:

Umncekisi uyayingqina eyokuba ezo zityholo lamacala womabini othwesana zona zinabo ubunyani obuthile, Ekwangqina nento kuba elinye nelinye lamacala linako ukulungisa imeko ngokuthi liqale lizamkele izityolo ezenziwa lelinye. U-Alonzo oyinkokheli yabasebenzi base Caribbean ujonga ngakumnkedisi ebonakalisa ukuba unomdla wokuba ngowokuqala ukuthetha. Ekuqwalasela oku, umncedisi, uthi:

“Alonzo, mhlawumbi ungathanda ukuba ngowokuqala ukuthetha ndizakukuncedisa njengoko ndizakwenza nakwabanye”.

A-Alonzo uyaqhuba ejongise kwicala leziphathimandla.

Ewe yinyani, ixesha kunye nobomi kuthetha izinto ezohlukeneyo kuthi sonke. Kuthi ixesha akuyonto ekunokuthi kudlaliswe ngayo okanye isetyenziswe koko lithetha ukufumana ithuba lokuphila ubomi sizalisekise neminqweno yethu njengokuphumla nokonwaba nabahlobo. Ubomi bethu bunika umdla ngenxa yendlela esinxibelelene nesimanyene ngayo, nangolonwabo esilufumanayo, hayi ngenxa yobuninsi bemali esiyenzayo. Sicinga ukuba ukufumana ithuba lokusebenzisa ixesha ngenkululeko nangendlela esithanda ngayo lelona bhaso sinebhongo ngalo”.

Okoko eqalisile ukuthetha u-Alonzo, unokuzibonela inguqu ebusweni babo bonke abantu ezichukunyiswa ngamazwi akhe. Nguye nabani ubonakalisa uchulumanco ngendlela apha u-Alonzo avakalisa ngayo izimvo zakhe . Imimoya yoluntu ikwachukunyiswa kukusuka u-Alonzo azivume nezakha iziphoso ekwazohlwaya ngendima ayidlalileyo ebukhoneni balengxaki ekungoku nje iyasonjululwa. Njengoko u-Alonzo esele eyiqukumbela intetha yakhe egxinanisa kakhulu kumba wexesha elihambisana nenkululeko, omnye weziphathimandla ongumi wase Sweden uvakale esesithi “Uchane ucwethe mfo wam”.

Ezinye zeziphathimandla zimpha iliso elinganiki mdla lomfo wase Sweden.

Uhlalutyo: Ngumzu obaluleke kakhulu lona. Ngelixa elinye nelinye lamacala lizamkela izityholo elothweswa zona, siqwalasela ukwamkelana. Omnye weziphathimandla

uvakalisa ukungqinelana nezimvo ezivakaliswa ngabase Carribbean. Oko okungathi kwenze into kubana agcine selebona ngaso linye yena nogxa bakhe. Ukwenzeka kwezinguqu kuyinto ebingaphanse ilendeleka kuba njengoko izinto zonakala ziyalung kwako. Xa elinye lamacala womabini lithe lazamkela izityholo elethweswa zona, elinye icala lidala ngokubonakalisa ukurhoxa kuzo. Akuyonto yamfuneko ukuba ze kubekho ukungqinelana phakathi kwamacala womabini into engamandla kukuba elinye nelinye lamacala likungqine ubukho bezingxaki okungoku nje ziyasonjululwa.

Kwangethuba omnye wabankcedisi uvakalisa imbaluleko yesi senzo sika Alonzo ukuzisa ngaphambili eyona miba yakhe yabaluleka. Omnye wabankcedisi uvakalisa imfuneko yokuba esinye seziphathimandla esingumi wase Sweden ukuba makhe singene ezihlangwini zabase Carribbean sike sixele ukuba bubaluleke ngantoni na kuso ubuninsi bexesha. Uye waphendula wathi:

“Ndingazithathela ixesha lam ndiyokonwabela ukubethwa yimpepho yolwandle, ngendlela engenakungxama nezolileyo ndizikise ukucinga ngomsebenzi wami, ze ndifumane isakhono esithe klatya sokuwenza okanye ndikwenze oku ndimamele umculo”.

Uthetha elinganisa ukuhleka.

“Amaxesha amaninsi ndidla ngokuba ngaphansi koxinzelelo olunamandla ngenxa yomsebenzi omninsi ekufanelekile ukuba ndibe sele ndiwezile ngexesha elifutshane endinalo kaangangokuba andinakho ukuthi ndize ndisebenzise ezinye zezindlela ezintsha endicinga ngazo max wambi ezokwenza bhetele umsebenzi wam”.

Iziphathimandla ezininsi zibonakalisa ukungqinelana nalentetha nangona zikho ezo eziyikhabayo. Omnye uthi:

“Ndiba niyakhumbula ukuba yayichubeke ngakakanani ingqondo ka Horst emva kokuchitha iziveki ezimbini esibhedlela kulandela isiganeko sokonzakala emlenzeni?”
(kuye kwaba kho insini kuleyo ndawo) Kunjalo nje oku wabuya esele emnene ngeyona ndlela.

(hayike ngoku kweli tyeli ivele iqhume phezulu insini).

Omnye wabasemagunyeni obesele ethule ixesha elide uvakale esesithi:

“Okusenyaniweni, ukuba besinexesha eloneleyo, besiyosoloku silufezekisa maxa wonke uxanduva esinalo ngaphaya kwensokolo”. Ndicinga ukuba xa sisonke siyangqinelana nalomba”.

Icala leziphathimandla sele lifumane ithuba lokuzithethela eyazo ngokongiwa kwexesha bekwanikezana namacebiso ukuba kusetyenzwa njani ngaphansi koxinzelelo nokufumana iindlela zokuphucula izakhono. Ungade ugqibe ukuba sele belibele ngeyabasebenzi base Caribbean ababaqwalasele ngelixa bathethayo bezele uncumo.

Icala leziphathimandla ligqiba ukuba malisose selichaphazela umcimbi obuzakuba ngomnye wengundoqo kwinqaniso ebizakuba kho ngemini elandelayo. Lenhlanganiso bekujongeke ukuba igxinanise kwimiba yokusebenza ngempumelelo phansi koxinzelelo, kunye nokuphucula izakhono. Okunguyena owongamelele iziphathimandla uye wamema abasebenzi base Caribbean ukuba bazochophela lemiba esele ikhankanyiwe kunye nabo. Ukuthetha oku enayo nengcamango yokuba abasebenzi base Caribbean banalo uncedo abangathi beze nalo. Abasebenzi base Caribbean babonakalisa uchulumanco olunamandla ngesi simemo.

Uhlalutyo: Lomba ochapazela ixesha nokusetyenziswa kwalo ubonakala unako ukumchapazela nguye nobani na kungakhathaleki ukuba uphuma kweliphi izwe nto leyo eqwalaselekayo kulamacala womabini. Iziphathimandla zivakalisa into bana ziye zaxhamla kwaye zafunda into yimbi koluthethathethwano. Uxinzelelo oluziswa bubuncinci bexesha nobunisi bomsebenzi nomnqweno wokuloyisa akubonakali njengengxaki echaphazela nje kuphela abase Caribbean koko kubonakala kuyingxaki yomntu wonke. Ngokwamkela izohlwayo, abasebenzi base Caribbean benje nje ukuqinisekisa ukuzola kwemeko ngexesha lenhlanganiso. Oku kuzehlisa kunendima ebalulekileyo okuyidlalayo ekuzoleni kwemeko kwaye singathathwa njenge sona singunobangela wokuguqula iingcinga zeziphathimandla ngabasebenzi base Caribbean.

Kunyanzelekile ukuba kufikelele ixesha apho omabini lamacala ezakulingana. Njengoko abasebenzi base Carribbean bezehlisile besamkele izityholo ezijongiswe kubo, kunyanzelekile into kubana neziphathimandla zenje njalo. Ngoku sekufikelele ixesha lokuba sinkcedise icala leziphathimandla ukuba nalo luwuwele lomlambo. Unkcedisi ubongoza icala leziphathimandla ukuba nalo makhe lizohlwaye. Emva kokucengwa kubongozwa, uBrigitte uyangqina:

“Ewe yinyani, kakade ndiyathanda ukuba jongela phansi abanye abantu abanga kuba abakhaliphanga njengam kwaye abazi nto ngolwenziwomali”.

Abasebenzi base Carribbean banako ukuva usihla emagxeni abo umthwalo kodwa kukho nto ithile ekungangqinelwana ngayo ngumntu wonke ose ndlini.

Uhlalutyo: Akuyonto elungileyo ukusoloku uzibona umkhulu kwaye ubhetele ngaphezu kwakhe nabani na. UBrigitte ukhupha imfihlo. Lomba wobuklwada ufanele ukuqwalaselwa njengoko kuye kwenziwa kulowo wobuvila. Ngemva ngokujongisiswa kwalomcimbi wobuvila, kuye kwahlaluka into kubana oko ebekuthathwa njengobuvila ayibubo koko indlela eyohlukileyo yokusetyenziswa kwexesha ebalulekileyo kuye wonke umntu. Ukuchotshelwa komba wobuklwada, kulindelekile ukuba nako kuzale iziphumo ezincumisayo. Ukuba abasebenzi base Carribbean bazive bekhululekile ngemva kokuba iziphathimandla zikwamkelile ukutyholwa ngobuklwada yinto ebingalindeleka ngokwe Worldwork. Kunokuba ukuvunywa kweziphoso kususe umsindo, edaweni yoko kuzala uxolo. Nangona ezi zimvo ebezidla ngokungavakaliswa ubukho bazo bebusoloku buvakala. Ukutsho- ke siyayivuyela into bana xa kungoku nje siyakwazi ukuthi sihlangabezane nazo.

Unkcedisi uyabuza Ku Brigitte ukuba uyazi njani lento. Lombuzo ubonakalisa ukumbhida u-Brigitte okwethutyana. Emva koko aqhube athi:

“Ndiyaziva ezo zinto xa ndithetha nabantu”.

Ndaye ndambongoza ukuba makangangxami athathe ixesha lakhe. Ngelixa esanqumamile ukuthetha kubonakala uncumo ebusweni bakhe abe seleqhuba emangalisiwe:

“Lomzuzu ndiwuvuyela okwalowo owokutya i-dizethi yam endiyithanda kunene i-crème brulée emnyibilili kamandi yadla ngobuswiti ikwanobumuncwana obungebungakanani”.

Uye wabongozwa into kubana makhe eqhabalake naye wenje njalo, waqhube athi:

“Ndinamava angaphaya kokucinga kwaye sele ndivuse amashishini amaninsi elizweni liphela. Ndinamandla okwenza izinto ezininsi kwaye ndihlelekile oku kwenza ndiziqonde kangcono iingxaki endithi ndidibane nazo. Ndiziva ndonwabile kwaye ndiyazingca ngolwazi endinalo.

Ngemva ngokuvakalisa lamazwi, uBrigitte ujongeka ehlazekile kwaye ekwadiwa zinhloni. Xa ebuzwa ukuba kutheni waba nenhloni, uthathisa athi: “akufanalanga yena nabani na aziqhayise”. Ubuso bakhe buzele uncumo kwakho. Kuthi cwaka okomzuzwana, nguye nabani na ejongeka echukumisekile ngokuqhubekekayo de inkokheli yabase Caribbean ivakale siyisittsho:

“Ngokwenene ungumntu onamava kwaye kuyandivuyisa ukukuva uyibalula londawo”.

Lamazwi angabonakalisi kumohlwaya UBrigitte esikhundleni soko asuke abe ngavakalisa ukuncoma amshiya emangalisekile, ade agqibe kwelokuba makaqinisekise ukuba akukho mntu apha athe wamkhuba ngentetha yakhe.

“hayi”

Kuphendula u-Alonzo.

“endaweni yoko undenza nam ndizince ngomsebenzi wam. Sibe nengxaki ezinisni (etsho ezibala) kodwa sikwazile ukuzoyisa. Lusinkcedile olu thethathethwano ngaphaya kwalo ngesingakhange safikelela kwelinqanaba esikulo.

UBrigitte unyakazisa inhloko ukungqinelana no Alonzo, etsho emjonga emangalisiwe kwaye ekwaziva ekhululekile. De aqhube athi:

“Ukuba ndinako ukuhlala ndiziva ngoluhlobo, ingaba ndinikezela nangakumbi ngengcebiso ngokwenza izinto ezohlukeneyo”.

Kusenjalo kuvakale omnye sele eqhwaba izandla. Kunochulumanco olunamandla apha endlini. Uye nabani na uziva ekhululekile ekwayivuyela lenguqu. Womabini lamacala ayangqina ukuba sekube kho inguqu eze nempucuko kunxibelelwano lawo.

Uhlalutyo: Xa kungoku nje ubuklwada kubonakala kuyingxaki echaphazela wonke umntu. Ubuklwada buyinto engamkeleki ncam nangona kuyenye yezinto ezibonakalisa ukuzethemba nokuzidla kumntu nomntu. Xa umntu sele enalo oluhlobo lobuklwada, kumenza abe namabhongo nesakhono sobunkokheli nokuhlakanipha. Womabini lamacala ajongise ndaweni yinye kwaye elinye linento elithile eliyifundayo kwelinye.

Isisombululo

Esinye seziphathimandla siiye sabuza ukuba lento ithetha ukuthini ngokuvuselelwa kwalo msebenzi kwaye kujongiswa ngaphi xa kusukwa apha.

Uhlalutyo: Njengoko obekufihliwe sekuphumele ekubala, nanjengoko sekubekho uguquko kwindlela lamacala womabini ebecinga ngayo ngaphambili, sekulixesha lokubona ngaliso linye kwakhona. Iingxaki zangaphambili zisonjululiwe ekuyeyona nto esezakwenza kube lula ukusebenzisana. Kungoku nje sekuzakuba kho ukusebenza ngokubambisana kwabantu abohlukeneyo beveza izakhono zabo, kwakho sebuzakuphucuka nangakumbi ubudlelwana phakathi kwalamacala womabini. Njengoko iingxaki sezisonjululiwe, nezenzo kufanelekile into bana zingqinelane noko.

Abasebenzi base Carribean bavakalisa into kubana bazakwenza bhetele nangakumbi emsebenzini wabo. Omnye wama Carribeans uyayivuma eyokuba ibikho indlela yokuba ezingxaki zisonjululwe msinya kunoku. Omnye wabasebenzi utsho eqhula mhlawumbi bebe mane nje “benza ngamabomu” ukwenza izinto zibe lukhuni. Abasebenzi xa kungoku nje bakucacisa mhlophe ukuba bazawusebenza ngamandla kuba bayayifuna kwaye bayayidinga imisebenzi yabo:

“Kungumnqweno wethu ukuzifundisa ukuwenzisisa umsebenzi wethu ze sixhamle kulenkomponi. Singxamile ukuba lide lifike elithuba singqinelane namazwi ethu ngokuthi siwenze bhetele umsebenzi siphinde kwakho sifumane ingqeqesho. Xa sinokuthi sivane ngoluhlobo akuyonto ukusebenza ubusuku nemini kunjalo nje oku kungamandi ukogqitha ukuyozipholela elwandle.

Wenza amazwi okugqibela ekwaqhula ogxa bakhe kwakho ecaphuna kwintetha ebekhe wayenza kwilixa elingaphambili.

Lombutho wabasebenzi uceba ukuba ukhe ubambe inhlanganiso ngemini elandelayo apho uzakuthi uthethathethane ngokuthi ungawuphucula njani umgangatho womsebenzi wawo apho bazakuthi bameme nezinye zeziphathimandla. Bakha qela limbi elinamalunga amabini aphuma kwicala leziphathimandla naphuma kwelabasebenzi. Eli qela lilo elizakuthi lenze izicwangciso zethuba elide eziquka ikakhulu ukuba kuzawuqinisekiswa njani ukufika kwezinto ezidingekayo ekwenziweni komsebenzi ngexesha elifanelekileyo nokulungisa ukungaboni ngeliso elinye phakathi kwabathile. Ngemini elandelayo kuye kwafumaneka ukuba ukohluka kwendlela ezisetyenziswa ngabantu ekwenzeni umsebenzi zoyamene nombamba wokuba zifika njani na izinto eqingundoqo eziqondene nalomcimbi. Kungoku nje sele benendlela ezintsha zokujongana nengxaki. Owengamele lomsebenzi ubonakalisa uchulumanco. Ubonakalisa ubuhlakani ngelixa enza intetha etsho kuvakale:

“Eli ibe lithuba lokuba umntu afunde yinto yimbi. Ndinovuyo kakhulu ngesenzo sabase Caribbean ukuba baveze ukubaluleka kokusebenza ngokubanbisana. Ndiye ndaqwalasela ukube nina (etsho ejongise ku Alonzo kunye nogxa wakhe) niye naba abokuqala ukukwenza uxanduva lwenu ukufumana isisombululo kwingxaki ebesinayo naphinde futhi naba zinkokheli zokuqala ukunkcedisana nalena endim. Niphinde naba ngabokuqala ukusenza simanyane.

U-Alonzo uyangqina ngenhloko ekwazele uncumo ebusweni etsho ngokuzinca: “ewe okusenyaniweni nami ndiye ndayiqwalasela lonto leyo”.

Inkokheli iyaqhuba: “ndinyanisekile eli shishini liza kuba lelona lakha laba nempumelelo kwaye ndiqinisekile ukuba lomsebenzi uzakugqitshwa kwangexesha”.

Nguye nabani xa kungoku nje uziva ekhululekile, kukho umanyano olunamandla kunye nokuzalwa kabutsha kwethemba.

Uhlalutyo: Seyiluxanduva lomnkcedisi xa kungoku nje ukugxinanisa kumntu wonke imbaluleko yokulihlonela elinqanaba esele kufikelelwe kulo nangokunikezela ngomkhombandlela nokubalula indima edlaliwe yilenhlanganiso ekuvuselelekeni kweshishini ngokubanzi. Ngokwesiqhelo, ilixa nelixa kulungiswa imicimbi yangaphakathi emibuthweni iingxaki ezinisni ezibakho xa kusatyiswa amandla, iingxaki zangaphakathi, imiba echaphazela indlela ezohlukaneyo zokuphila kwabantu njalo njalo zidla ngokuba ngunobangela ukuxambulwana ngamazwi okuchaphazela imiqathango ekufanelekile ukuba ilandelwe. Kuba ixesha elininsi eyona miba engundoqo idla ngokungachaphazeleki ngexesha elifaneleyo, ezi ngxoxo ziba nokujikeleza ndaweni yinye okuthi kungezi neziphumo ezincumisayo. Xa uyijonga ngelinye iliso, xa iingxaki zithe zasonjululwa kwangethuba, umbutho uyaye ube nochulumanco okwenza uthathe izinto lula de ugqibe ungasakwenzanga oko obekuvunyelwane ngako enhlanganisweni. Xa kuleli thuba kungumsebenzi wabankcedisi mbutho ukuwunkcedisa ukuba uzenze inguqu ovumelana ngazo ngokwezigqibo zasenhlanganisweni. Into engamandla inkqubela kombutho uphela kwakho ifanele ukuqwalaselwa lento yokuba ukonganyelwa kombutho akuquki nje kuphela iziphathimandla ezithile koko kunyanzelekile ukuba kube kho ukubambisana phakathi kweziphathimandla nabasebenzi. Ixesha elininsi namhlanje osomashishini badla ngokohlwaywa ngokungenamfuneko ngokuthanda imali ngokogqithileyo. Nangona kunjalo abantu abangabahlali baqonda ngokubhetele bekwaqonda ngokuthe vetshe ukuba iingxaki zoluhlobo zisonjululwa njani, iinqubo zemibutho, ukuphuculwa koluntu, bekwaqonda ngokuzeleyo imiba yenkolo nendima eyidlalayo ekuthatheni izigqibo ezi zizo. Njengoko edla ngokutsho ama Hopi “Does this talk grow horn?” Ingaba umsebenzi wethu ungawuphucula na umbutho wethu.

Uhlalutyo lwenhlanganiso

Lenhlanganso saye sayihlalutya ngalolu hlobo:

Iziphathimandla ziye zajongisisa zagqiba kwelokuthi abasebenzi base Carribbean abanako okwaneleyo okuyimfuneko ukuze kuvuke lenkomponi. Ngakwelinye icala, abasebenzi base Carribbean babona iziphathimandla njengezingenalo ulwazi olunzulu ngobunkokheli nto leyo ebeyithi yenze kube nzima ukuba bacinge ukuba kungaba kho ukusebenzisana. Maphakathi nenhlanganiso kuye kwabakho nto ithile enika umdla ngenkomponi ikakhulu iziphathimandla eziphuma kumazwe ase Ntshonalanga ikakhulukazi iMelika ne Yurophu. Ziye zafunda ukuba ukuze ukwazi ukufundisa ngobuncutshe ekwenziweni komsebenzi kunyanzekile ukuba uzimisele ukusebenzisana kwaye ubambisane nalabo ozakuba ubafundisa. Abasebenzi base Carribbean baye bona bafunda ukuzikhokhela nokusebenza bebembisene. Kuba beliqela elinjongo zalo kukwakha ubudlelwana obuhle nokubambisana, babe ngabokuqala ukuthatha izigqibo ezi zisa inkqubela kumbutho uphela ngexesha lenhlanganiso. Eli qela liye lafunda ukuwasebenzisa lamandla elinawo ukulungisa nemicimbi ejongene nabo buqu. Iziphumo zalenhlanganiso ziye zakwenza kwacaca ukuba ukuhluka ngokohluka kwezindlela abantu abathi benze ngayo izinto akuyonto efanelwe ukuzisa ukungaboni ngaliso linye, koko yinto efanele ukunkceda ukuphucula umsebenzi xa uwonke. Sibe sesibohlula baba ngamaqaqobana ngamaqaqobana ukuze basebenzise ulwazi abaluzizileyo kulenhlangansio ukulungisa neminye imiba yekhaya.

Lamaqaqobana aye asizisela iziphumo emva kwemizuzu eyi 45 nezi zicwangciso:

- Sekuzakuba kho izifundo zabasebenzi okuquka; ezokongiwa kwexesha nokuphucula izakhono zobunkokheli kubasebenzi base Carribbean nokufunda ngokwamkelana njengabantu abanamasiko ohlukahlukeneyo.
- Ukucwangciswa kwemiqathango ejongelele ukufikiswa ngexesha kwezinto eziyimfuno yabasebenzi ekuqhubeni umsebenzi kunye nokwakhiwa kweqela eliquka abaphuma kwicala leziphathimandla nelabasebenzayo. Eli qela lizojongana nokulungisa iingxaki ezifana nokungafiki ngexesha kwezinto zokwakha, iingxaki zabaqeshwa

kunye nengxaki ezichaphazela umsebenzi uphela kukwaquka nengxaki zokohluka kwamasiko ngamasiko nensebenziswano.

- Ukucetshwa kwennhlanganiso equka bonke abanexaxheba ebalulekileyo abayidlalayo kungenisomali lweshishini. Kulennhlanganiso bezawuthi kuchaphazeleke neminye imiba enxulumene nengxaki zangaphakathi embuthweni eziyakube zikho ngelo xesha.

Ngemva kwennhlanganiso

Ababeyinxalenye yalennhlanganiso bangqina ukuba yeyona yakha yaba nempumelelo. Ngemva kwexesha limbi baye bavakalisa ukuba sele umsebenzi weshishini lase Caribbean ugqitywe kwangethuba. Ngemva kweminyaka emibini lombutho wawusele wonwabela iziphumo ezincumisayo zeshishini lase Caribbean. Nangona singenakutsho ukuba iziphumo zenhlanganiso esasyiyongamele zezona ezathi zaba ngunobangela wempumelelo yelishishini kodwa sithe masi sose nje sesikubalula noko.

Amazwi okugqibela

Lovimba esiye sakuchathazela kuwo ubonisa mhlophe ukuba ingasetyenziswa njani ngempumelelo le pharadayimi. Iziquhamo ezincumisayo zensebenziswano zinento yokwenza kakhulu nenxaso efumaneka kumntu wonke. Lovimba unayo eminye imiba ongenako ukuyibalula kunye nencukatha ngokwakuqhubeka enhlanganisweni. Lovimba ukwashiya ngaphandle nencukatha ngamalungiselelo ale nhlanganiso kunye nohlalutyo lwayo. Womabini lamaqela aye aba nezifundo esathi sawanika zona kwi-extranet yethu emva kwennhlanganiso. Nto leyo eyathatha izinyanga ezimbini. Ngamanye amaxesha oluqhakamshelwano nge extranet lwalubuye luhambisane nonxibelelwano ngemfonomfono nokwathi kwalandelwa zinhlanganiso. Konke oku esele sikukhankanyile kwakwenziwa ngenjongo yokugcina ubukho bengququ eyayi ziziquhamo zenhlanganiso. Njengokwesicelo samalunga amathathu alombutho, saye sabanika enye kwakho ingqeqesho ngonyaka olandela lowo okwagqitywa ngawo ukwakhiwa kweshishini lase Caribbean. Ungaba nako ukufumana iincukatha ezizeleyo ngalomba kwamanye amakhasi akule site.