

Be Fruitful and Increase - a changing global workforce to drive organisational performance

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Ladies and Gentlemen, all protocol observed

The notion of ‘permanent work’ is changing forever.

There is a gradual shift in the mindset of today’s professionals and organisations, fuelled by unsettling economic events and the increasing desire for limitless independence offered by digital technology. It is changing the way people prefer to work and the way organisations want to engage with their workforce.

In sharp contrast to previous generations who anticipated a stable nine to five job for life, professionals are now looking at different types of work to suit their lifestyles and ambitions.

There’s also a new breed of entrepreneurial professional emerging that prefers to enrich their knowledge through the internet, television or social media. Similarly, organisations are adopting blended talent acquisition and talent management strategies - clearly linked to organisational objectives - to maximise performance or productivity while cutting costs.

Many of you are wondering what the world out there holds for you? You have dreams that you have set for yourself and you are anxious for an opportunity to see them come to pass.

The world out there is however not an easy place, nor is it waiting to welcome you with open arms. In fact, it is the other way around. You must welcome it with open arms and it will return the same measure that you give it.

You are entering a David and Goliath battlefield

This is about ordinary people confronting ‘giants’ - these could be powerful opponents: large corporations/organisations, daunting workplaces, misfortune and doubts of whether you will find a job or not or whether your dream to have your own business can be realised. It is about being faced with an enormous challenge that you must respond to.

Many of you graduating today are hopeful of getting a job that will catapult you into another phase of your life’s journey.

I have chosen to address you on this aspect as many of you will face or have faced an enormous challenge that you have no option but to conquer.

Entering an evolving environment can be daunting. Industries and sectors of society are looking for solutions to the many challenges facing them today and they look to their workforce to provide these solutions.

As you enter work environments being self-employed or an employee, there are many giants that you will face along the way. I want to share with you some of the most significant attributes that will stand you in good stead for your journey ahead:

1. Know who you are; what you were created for. It is in this that you will rise to greatness and succeed against the Goliaths.
2. Have the ability to manage yourself. You are your own brand.
3. Set goals for yourself, but do not despise small beginnings. See them as stepping stones to your great self. They are there to help you hone in on your skills.
4. Plan your day well. The first few hours of the work day have a significant effect on your level of productivity over the following eight hours. Have a morning routine that sets you up for success.
5. Be on time, all the time. Being late gives a bad impression about you. And being on time or a little early helps you keep focused and gives you a competitive edge.
6. Meditate. This is where being early comes in handy. Take time to clean your thoughts off all the traffic rush, home-matters, any other matter that you have not dealt with that could compete for your attention
7. Take the pulse of the team. To those that are in leadership or managerial positions, taking time to connect with your team helps you take the pulse and set the tone for everyone else and increases their productivity for the day
8. Avoid e-mail distractions. Learn to quickly sifting the wheat from the chaff and deal with what is urgent first.
9. Reflection time. This is important to do during the course of the day. It allows you to look at what you have achieved in the day and how much more do u still have to get through. It assists you to reprioritise the rest of the assignments that you have to undertake in that day
10. Constantly strive to gain more knowledge. Do not be content with what you already know for it will be irrelevant tomorrow. So do not perish for lack of knowledge.

And to your families and all those that walked this journey with you, thank you for the support and good work you have put in to ensure that great leaders of tomorrow make it to this mark. It is through your prayers, encouragements, discipline and love that they made it.

And to the University, keep doing the good work that you are doing, for you have planted seeds in us that will make us to be fruitful and increase in every area of our lives.

In conclusion, I will be failing the Convocation Office if I don't invite all of you graduating today to visit the office and learn more about how you can participate in the activities and still be part of DUT Family.

May the grace of the Lord continue to see you through as you conquer the Goliaths along your journey.

I thank you!