

# ***THISABILITY: A GRADUATION FROM ACCEPTANCE TO EMBRACING***

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Based on extracts from **“Wheels on the Soul of my Shoes”**  
(Nutrend Publishers; 2008)

**Wheels on the Soul of my Shoes**

NUTREND Publishers (April 2008)

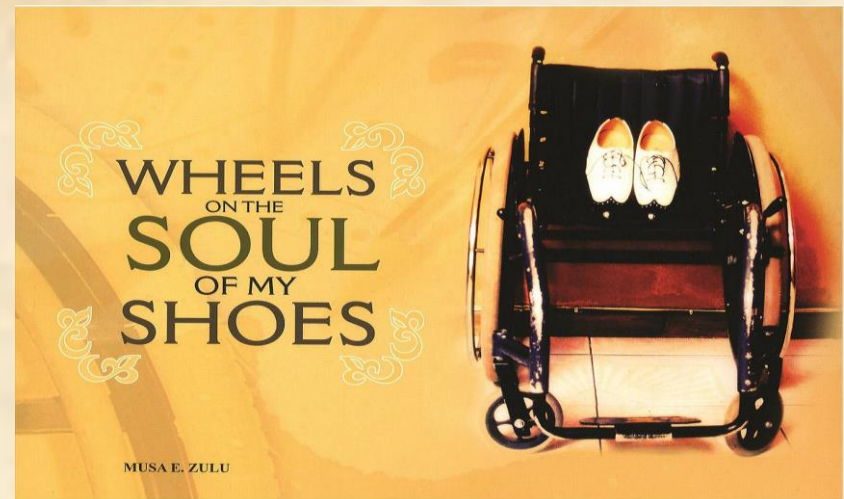
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*EBOOK copy available @ R190 on Order at Valhalla Arts!*

## PURPOSE OF **MODULE**

***‘THISABILITY: A Graduation from Acceptance to Embracing’*** is an assessment and management tool for:

- Self and The Other (at the Workplace and Social Circles).

**An informed assessment of Self and The Other calls for us to ask:**

- What is **THISABILITY**?
- How do we Graduate from Acceptance to **Embracing**?

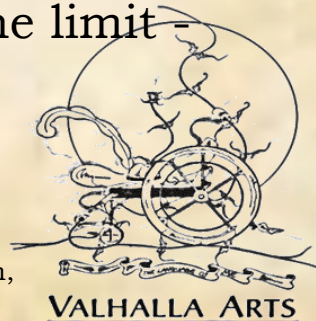


## WHAT IS THISABILITY?

- **THISABILITY** is the power of the soul to push itself beyond limits.
- **THISABILITY** is not the opposite of Disability but an acknowledgement that disabilities are neither prisons nor limitations but open gates that can only be accessed by those who dare to step through.
- **THISABILITY** is a graduation from our disabilities to our abilities - without fear, doubt or reservation.



- **THISABILITY** is the sweet taste of victory experienced by those who believe that in order to conquer any challenge one must fight the war from a position along the frontline.
- **THISABILITY** is the level reached by those who have graduated from merely accepting circumstances to embracing them for their own betterment - a belief in one's own potential and faith in the invincibility of dreams pursued with endless effort.
- **THISABILITY** is the act of understanding that the sky is not the limit - that stars still shine beyond the indigo.



# WHAT IS **THE DIFFERENCE BETWEEN** **ACCEPTING AND EMBRACING?**

- To **ACCEPT** is to take things as they are or as they come. It is never to challenge the given but to go with the flow, without question or movement. To ACCEPT is to **Adopt!**
- To **EMBRACE** is to shape things in a way that best suits one's path – to scrutinize and challenge the given circumstances as they come one's way. To EMBRACE is to **Adapt!**



# THE BIG QUESTION

How do we **Graduate** from Acceptance to **Embracing**?





# **THE 6 THISABILITY PRINCIPLES**

(Tools for enabling a Graduation from **Acceptance** to **Embracing**)

1. Discipline.
2. Taking the Initiative.
3. Leadership.
4. Productivity.
5. Efficiency & Effectiveness.
6. Making a Difference.



# DISCIPLINE

## What is Discipline?

- The ability to define and maintain self-control.
- The ability to take a stand and enforce discipline among others.
- The uniting slogan of ***“One Cluster, One Vision, One Voice”***



# **DISCIPLINE & THE CORPORATE AND HUMAN RESOURCE CLUSTER**

***“One Cluster, One Vision, One Voice”*** uniting:

- Occupational Health & Safety.
- Human Resources (HR).
- Ethekwini Municipality Academy (EMA).
- Organizational Development & Change Management (ODCM).



# TAKING THE INITIATIVE

## What is **Taking The Initiative**?

- The ability to originate new ideas or methods.
- The ability **not to** try but to **DO!**
- The ability to go beyond mandate.



# **TAKING THE INITIATIVE & REPOSITIONING & BRANDING**

How does the ***Corporate Human Resources Cluster*** position itself at the centre of Ethekewini Municipality's human resources and organizational transformation and how does the Cluster brand itself as a change agent serving to improve personnel skills and talents in ways which ensure maximum occupational health & safety at the workplace?



# LEADERSHIP

## What is **Leadership**?

- The ability to show the way by going first.
- The courage to be head of a mission with a vision.
- The ability to identify that **'IMPOSSIBLE'** is a very weak word.



## **LEADERSHIP & THISABILITY**

**THISABILITY** is the sweet taste of victory experienced by those who believe that in order to conquer any challenge one must fight the war from a position along the frontline.



# PRODUCTIVITY

## What is **Productivity**?

- Fertility (Ratio of output to the input of materials).
- The ability to give quality work/service that adds value to a venture undertaken.
- The ability to do better with each attempt.





## **PRODUCTIVITY & EMA**

How does the Ethekwini Municipality Academy assist the Cluster with **Skills Development & Talent Management** programs that harness the human resources' ability to tap the power of their soul to push itself beyond limits.



# EFFICIENCY & EFFECTIVENESS

## What is **Efficiency** and **Effectiveness**?

- The ability to produce a specified effect.
- The ability and competency to achieve results without waste of time or effort.
- The ability to be operative in a work-chain.



# **EFFICIENCY & EFFECTIVENESS & STAKEHOLDER MANAGEMENT**

How does the Ethekekwini Municipality ***Corporate Human Resources Cluster*** ensure and maintain that all participating stakeholders in the Cluster work together in producing a specified effect of organizational development without waste of time (duplication of services) or resources?



# MAKING A DIFFERENCE

## What is **to make** a Difference?

- The ability to leave a mark with distinguishing features.
- To be an agent of **change**.



## **MAKING A DIFFERENCE & ODCM**

How does the ***Organizational Development & Change Management*** Unit assist the Cluster with ushering exciting organizational transformation within a clear vision and understanding that the sky is not the limit – and that stars will always shine beyond the indigo.



## CONCLUSION

“**Acceptance & Embracing** are not necessarily opposing factors but levels of consciousness where one has to lead to the other. Graduating from acceptance to embracing gives meaning to the equilibrium of change. When that equilibrium is achieved it ignites a burning flame of spirit which transforms any soul, no matter what the circumstances”.

(MUSA E. ZULU; 2014)

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