



**LGSETA**  
CREATING GREATER IMPACT

# eThekwini Municipality Talent Management Learning Exchange Seminar

Presenter: Gugu Dlamini (CEO LGSETA)

**MOSES MABHIDA STADIUM (PBC1)**  
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# Talent Management

## Talent Management

- Is about understanding *the times we are in* – turbulent, high levels of unemployment mismatch of job seekers and employers, changing economic structure

### Case study 1: (DPLG) now COGTA

The (then) Department of Provincial and Local Government led by Minister Moosa

- The time individuals who had passion for Local Government and how developmental Local Government can change the future of communities
- Idealistic individuals but who were also results driven

# Talent Management

## Talent Management is:-

- About building a purposeful Team;
- About leveraging what individuals bring to the table and enhancing that towards the vision of the organisation;
- About aligning all the talents in the organisation for a pre-determined *output* and *destination*
- About channelling different giftings to a single purpose

# Talent Management

## Talent Management

➤ Is about *positioning the self and the organisation*

### Case study 2:

- ❖ Umgeni Water repositioned water at the International Conferences to the point of influencing the International water agenda
- ❖ attracted water experts in different parts of the organisation
- ❖ Exposed the talent to local, national and international platforms

# Talent Management

## Talent Management

- Is about *sacrifice*, commitment and loyalty to one's calling
- Building talent takes time and means sacrifices personally and professionally
- Commitment in talent management means knowing how to celebrate those who are achieving above you and knowing how to remove those who are not performing
- Being loyal to one's calling is fundamental
- No HR division knows your calling – it is your job to uncover your talent – HR enhances!!

# Talent Management

## Talent Management in a financial context

No. of coins given		No. of Coins		Production – Ability to multiply			
5	+	5	10	+	1	=	11
							73%
2	+	2	4			=	4
							27%
1	+	0	0			=	15
							0%

Inability to Perform  
(Bury the ability)

# Talent Management

## Lessons for Talent Management in this case study:

1. **Self Management** - your identity (who do you say you are?)
2. Ability to leverage what you have to produce a better result where you are – your purpose
3. Progress is inevitable



# Conclusion

Those who work on their skills base will serve before *Kings*:

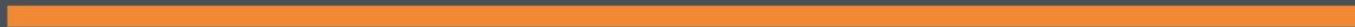
- They will be distinguished and therefore their talent acknowledged
- They will be favoured with opportunities
- No HR department can succeed in talent management if the value system of the organisation is wrought with corruption, where there is no fairness or justice
- Talent management is a contributor to making organisations rise or fall



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**THANK YOU**





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## LGSETA Contact Details

47 van Buuren Road  
Bedfordview  
(011) 456-8579

Chief Executive Officer: Mrs. Gugu Dlamini  
Assistant to CEO: Ms. Annemarie Prince

[gugud@lgseta.org.za](mailto:gugud@lgseta.org.za)  
[annemariep@lgseta.org.za](mailto:annemariep@lgseta.org.za)

