



Our Ref: ERM/AMM

18 February, 2015

To whom it may concern

RE: Team Building and Sea Sailing

We attended a team building and sea sailing workshop conducted by Bruniquel and Associates in Durban from the 8th to the 9th December 2014. The need for the intervention arose as a result of a serious conflict and finger pointing between the Executives of the Union and the Staff Association. The members of the latter Organizations are mostly in middle management and as such are responsible for the day to day supervision of the Union members.

The concepts and interventions that were employed by Bruniquel and Associates during the first day of the workshop were very good. Both parties were able to open up and raise all the issues that were contributing to the poor relationship.

On the second day the parties went on the sea sailing expedition which made everyone realize the importance of co-operating with each other for the boats to sail seamlessly. The finger pointing and poor perceptions between the Union and the Staff Association has since decreased significantly after the team building interventions. It was quite a good exercise which has improved in normalizing the relationship between the parties.

Yours faithfully

A.M. Mdluli

Employee Relations Manager