

# STAKEHOLDER ENGAGEMENT

“And so, my fellow Americans: ask not what your country can do for you - ask what you can do for your country.”

John F Kennedy during his inauguration as President of the USA

“As executive management, we want solutions not problems.”

Dr Enoch Malaza as he consults all his stakeholders



VC engaging staff on the proposed Strategic Plan 2020-2025

The words, “we need to hold one another accountable”, are the first sign that delivery will be key to the leadership style of Dr Enoch Duma Malaza. These are the words he speaks as he goes from meeting to meeting with University leadership, faculties, Senate, staff and the student leadership. In these preliminary engagements, he is probably linking the face of these various constituencies to volumes and volumes of MUT documents that he has been reading during his acclimatisation to MUT. For Dr Malaza, 'engagement' is paramount in dealing with one another.

Within six weeks, his preliminary meetings where he is sharing his approach with stakeholders have included more than 300 staff members and more than a thousand students who came to mourn the unexpected death of Zolile Khumalo, the first-year MUT Quantity Surveying student who was tragically killed the night before Dr Malaza was to assume office.

Putting aside the glory of being introduced, Dr Malaza urged that the attention should be on Zolile Khumalo's death and support for her bereaved family. A crisis communications team was set up within about 24 hours and a University statement was defined.

Our new VC's leadership was evident in numerous instances during this time:

- The 4.5-kilometre student march to raise awareness on #ZolileKhumalo;
- The memorial service for Zolile, which took place from 18h00 until 21h30 and was attended by executive management and over 1000 students;
- The day of mourning that was declared for staff and students on 9 May 2018;
- The delegation of Council members and executive management which Dr Malaza led to the funeral in Eshowe, a rural village in northern KwaZulu-Natal, on 11 May 2018;
- A meeting with the Deputy Minister of South African Police Services to discuss campus safety and expectations from SAPS on safety and security at our residences; and
- The investigation he commissioned into safety standards in all student residences.



VC taking a selfie with a student during his campus walk about

'Walking the walk and talking the talk', engaging stakeholders, being inclusive, and being at the forefront, are some of the traits that the MUT community has begun to note in Dr Malaza during the tough times the University is facing during its transition period. The leader in Dr Malaza reminds Senate and the SRC that there will be disruptions during the criminal trial of Zolile's alleged killer as a result of him being known and also having been a former MUT student. "But, I beg you to find innovative ways to ensure that students are taught, so a day is not lost altogether," he says.

Finding innovative ways to solve problems has been Dr Malaza's mantra so far. At each of the stakeholder engagement meetings, he has spoken about the need for all levels of leadership to come up with solutions.

To begin solving problems, task teams have already been created and clear timelines have been set. Within these task teams, the key issues have been identified, various stakeholders' interests understood, options discussed and evaluated, and the best option implemented. This is just one of the ways Dr Malaza is helping empower us to be at the forefront of our positive change at MUT.



VC engaging South Africa at Zolile Khumalo's funeral