

Giving life to MUT Strategy 2025

In many organisations; be it academia, FMCG, telecommunications, banking, to mention a few; successful Strategic Plans are the ones not imposed by executive management and there is therefore some tolerance for an emergent strategy. Dr Malaza, always cites the input by the Student Parliament onto the MUT Strategy; particularly, the current SRC President, Codesa Gwala, who at the time was unbeknown to the University as a president-in-waiting.

The University is now on advent mode – waiting for a new dawn that will elevate MUT.

“Finding a reason to come to work

Because soon we have to demonstrate results and fruits of our performance.” Those are the words of Dr Mojaki Mosia, executive director at the National Health Laboratory Service (NHLS) and former executive director at UKZN when he delivered a Public Lecture at MUT on Friday, 05 September. “You are expected to work 100% and receive a 100% salary. Your salary comes on a fixed date. You get paid because you have delivered on your performance, not because of your presence. Although you get paid on the 15th the University still honours the psychological contract that you will deliver. Guess what? When you resign, you get paid on the last day of the month, he said.” Mosia concedes that performance management is not a simple process and should not be taken for granted. However; “We need to come to a consensus on what performance management is”, he said. Given how ‘busy

employees seem to be’, executive management needs to guard against employees not knowing what they are supposed to deliver on. “Top universities have a Strategic Plan, vision and mission as well as set goals upon which employee performance will be measured and these documents become a reference point”, Mosia said. His presentation was spellbinding and informative. Sometimes he used frightening imagery to drive his point home.

In essence, his message was clear, the success measures for a performance management system are: **Input – Process - Output**. “Once you grasp this, you will be ahead with performance management. For performance management to succeed, plot at the top and engage at all levels and show what you have done to assist the individuals.” He was lauded by all who attended; Dr Malaza thanked him graciously.

