

DEALING WITH A PERSON HAVING A 'KNOW-IT-ALL' ATTITUDE AT THE WORKPLACE (FOOD FOR THOUGHT PART 4 OF 2021) BY PATRICK ZYAMBO.

We all have a 'know-it-all' person in our workplaces, who wants to give his/her golden advice on any topic which comes across. Such individuals want to exhibit their knowledge even when they do not possess the required expertise.

If you're a fan of the Big Bang Theory series, then 'Sheldon Cooper' is definitely an inevitable part of your life. Sheldon exhibits personality traits that are quite similar to a 'know-it-all', even to the extent of arrogance. While in the show, this arrogance of his is the biggest factor for humour, if you encounter such a personality in real life, is it possible for you to take the person's arrogance with a pinch of salt?

'Know-it-all', as the name suggests, is an attitude in which a person is obsessed with himself or Herself and sees things through his perspective only. He always believes that he knows all, irrespective of his knowledge. This feeling stems from the feeling of insecurity, and the fear of being exposed. They suddenly rebel and have baseless counterattacks to prove how correct they are. Usually, narcissist personalities exhibit such kind of behaviour. We might have encountered such personalities in our workplaces. They find it extremely difficult to hear the person out patiently.

Dealing with know-it-all personalities can't be mentally taxing, especially if they tend to go overboard with their fairy-tales. So, the following are the tips; Assert your viewpoint with examples. Support your opinions with evidence, so that it becomes difficult for them to counter argue. Once you give proof to your boss and the entire team, he/she cannot force his opinions on you or your team.

Just smile and ignore their superfluous claims. If it does not harm your personal or professional life, let them go overboard. Simply concentrate on your tasks at hand. Thank them for their suggestions, and politely refuse their help if they interfere too much in your work. There are chances that they might be right sometimes, hence, do not always ignore or tend to take them as an unwelcome interference. Show them that you also value their opinions and experiences.

THE BENEFITS OF TEAMWORK IN THE WORKPLACE REMARKS BY (ANDRE LABUSCHAGNE)

Teamwork is the collaborative effort of a group to achieve a common goal or to complete a task in the most effective and efficient way. This concept is seen within the greater framework of a team, which is a group of interdependent individuals who work together towards a common goal. Basic requirements for effective teamwork are an adequate team size.

The context is important, and team sizes can vary depending upon the objective. A team must include at least 2 or more members. Even in sports teams generally have fixed sizes based upon set rules, and work teams may change in size depending upon the phase and complexity of the objective.

Teams need to be able to leverage resources to be productive (i.e., playing fields or meeting spaces, scheduled times for planning, guidance from coaches or supervisors, support from the organization, etc.), and clearly defined roles within the team for everyone to have a clear purpose. Teamwork is present in any context where a group of people are working together to achieve a common goal.

These contexts apply on industrial organization (formal work teams). In this setting, the level of teamwork and interdependence can vary from low to intermediate depending on the amount of communication, interaction, and collaboration present between team members. e.g., Teamwork coordinates the work as early as possible.

Relying on other people builds trust, and teamwork establishes strong relationships with co-workers. Despite occasional disagreements, an effective team enjoys working together and shares a strong bond. When you put your trust in a co-worker, you are establishing the foundation of a relationship that can endure minor conflicts.

GENERAL MANAGER'S REMARKS ON THE STATUS OF THE BUSINESS FOR APRIL 2021 AND THE FUTURE ON MUNALI NICKEL MINE.

Is your **SAFETY SWITCH, SWITCHED ON?** - No LTI's were recorded in April 2021, completing a Lost Time Injury-free calendar Month with (142,717-man hours LTI free). Cumulative Man hours worked without Lost Time Injury - 2,056,441 hours. Compliance achieved on leading indicators on Safety Targets i.e., VFL's, Hazard Identification, Planned Task Observations, Risk Assessments and Safety meetings.

However, April an all-time record on unverified assay's and circa 22t ahead of budget (408t) at our vastly improved quality of spec.

		Month start		Month end	
		01-April-21		30-April-21	
		MTD totals			
APRIL PRODUCTION		Units	Budget	Actual	Variance
Mining	Lateral dev	meters	180	120	-33%
	Long hole drilling	meters	7,398	8,097	+9%
	Mined - dev ore	tonnes	1,440	3,855	+168%
	Mined - stope ore	tonnes	51,786	53,429	+13%
	Mined - total ore	tonnes	53,226	57,284	+3%
Process Plant	Crusher feed	tonnes	53,226	48,347	-9%
	Crushed grade (CV05)	%Ni	0.90%	0.95%	+6%
	Float feed grade	%Ni	1.08%	1.09%	+1%
	Recovery	%	82.00%	83.42%	+2%
Concentrate	Concentrate Bagged	tonnes	3,090	3,134	+1%
	Concentrate Sold	tonnes	3,090	3,198	+3%
	Ni Bagged grade	%Ni	12.50%	13.03%	+4%
	Ni in Concentrate Bagged	tonnes Ni	386	408	+5%

GENERAL MANAGER'S REMARKS ON THE STATUS OF THE BUSINESS FOR MAY 2021 AND THE FUTURE ON MUNALI NICKEL MINE.

No LTI's were recorded in May 2021, completing a Lost Time Injury-free calendar Month with (143,689-man hours LTI free). Cumulative Man hours worked without Lost Time Injury - 2,603,592 hours. Compliance achieved on leading indicators on Safety Targets i.e., VFL's, Hazard Identification, Planned Task Observations, Risk Assessments and Safety meetings. Let's use these tools to ensure that we have a Safe Environment for everyone at the Mine.

Bottom Line: Q1 was off target due to congestion / fleet availability (but way ahead of Q1 2020, by comparison). May on unverified assay's circa 11t ahead of budget (410t) at our vastly improved quality of spec. Most of the mining targets exceeded including trammed ore, waste, and long hole m's. Costs being accounted for but expected to be in the range of \$2.5m for Opex.

				Month start	Month end
				01-May-21	31-May-21
		MTD totals			
MAY PRODUCTION		Units	Budget	Actual	% Variance
Mining	Waste dev - Capex	meters	140	75.4	-46.1%
	Waste Dev - Opex	meters	20	23.3	+16.5%
	Ore development	meters	20	16.3	-18.5%
	Long hole drilling	meters	7,651	10,280	+34.4%
	Mined - dev ore	tonnes	1,440	1,174	-18.5%
	Mined - stope ore	tonnes	53,560	58,047	+8.4%
	Mined - total ore	tonnes	55,000	59,221	+7.7%
Process Plant	Crusher feed	tonnes	55,000	51,297	-6.7%
	Crushed grade (CV05)	%Ni	0.90%	0.86%	-4.4%
	Float feed grade	%Ni	1.08%	1.06%	-1.9%
	Recovery	%	82.00%	83.74%	+2.1%
Concentrate	Concentrate Bagged	tonnes	3,193	3,119	-2.3%
	Concentrate Sold	tonnes	3,193	3,198	+0.2%
	Ni Bagged grade	%Ni	12.50%	13.14%	+5.1%
	Ni in Concentrate Bagged	tonnes Ni	399	410	+2.8%

We have won the first TWO set of the Wimbledon Tennis Final. However, it is only the first two set, and we must win one more set to win the match- June 2021 to be considered world class performers.

MABIZA RESOURCES LIMITED ARBOR DAY EXERCISE IN PICTURE LED BY THE CHIEF EXECUTIVE OFFICER (ANTON MAUVE)



PICTORIAL COLLECTIVE AGREEMENT SIGNING CEREMONY LED BY MICHEAL MUSONDA AT CHITA LODGE



CHIEF EXECUTIVE OFFICER'S ADDRESS TO EMPLOYEES ON THE STATE OF BUSINESS MEETING HELD ON 27TH MAY, 2021.



LABOUR DAY RECOGNITION REWARD AND CERTIFICATES TO EMPLOYEES, 2021.

