



From the MD's desk



This month I had the wonderful privilege of visiting Ethiopia to do some coaching and mentorship training for Ethiopian Airlines. As part of Ethiopian Airlines' pioneering effort to connect Africa to the rest of the world, they were the first carrier to fly to China nearly four decades ago. Today they offer daily flights between Johannesburg, China and Europe, to mention just a few, and I would definitely suggest you check out their prices!

My trip coincided with an important period of the year for Orthodox Christians in many countries – Lent. This is a fast leading up to an Easter feast, and I found that in Ethiopia, the festival far surpasses Christmas or the celebrations surrounding Epiphany. Easter, known as Fasika, may fall in the Ethiopian months of Megabit or Miyaza, with the date varying between 4 April and 8 May. Fasika sometimes coincides with Easter in the rest of the Christian world, but not always in Ethiopia as it has its own calendar.

Fasting is central to Ethiopian Orthodox Christianity with some 250 days of fasting during the year. During fasting periods no meat, dairy or egg products are consumed. People skip breakfast and the more devout have their first and only meal after a service which ends at 3pm during the week.



My visit fell across this period of abstinence from animal products and I had the most amazing Vegan and traditional meals made from teff, beans, peas, mustard, lentils, sesame oil and pepper to mention a few. It has to be said that fasting does not consist merely of taking bread and water. The fast which is acceptable before God is living in purity of heart.

Meeting the Ethiopian people was my most amazing experience of Ethiopia. They are so hospitable, accepting, humble, serene and

kind. I can't wait to visit again!

I hope that everyone has had a happy Easter. For those of you who are still on holiday, I wish you a safe journey home!

Lisa

Important links

- [Training calendar 2011](#)
- [BioSS SA Website](#)
- [BioSS SA E-Shop](#)

Useful tool for team surveys

- [Free flow & engagement questionnaire](#)

Some of the Fact Sheets on the BSA Website

- [Competency Development](#)
- [Talent Management and Succession Planning](#)
- [Performance Coaching](#)

Some FAQ's that can be found on the BSA Blog

- [What is a CPA?](#)
- [What is the difference between a CPA and MCPA?](#)

We invite you to [contact us](#) with questions that you would like answered on our FAQ page.

BioSS SA contact information

Article: Fit for Purpose - Talent Management

By TalentLine Consulting Group (TCG) and Jacques Haworth of BioSS Southern Africa covering the theme of "Fit for Purpose" organisational dimensions.

Extract: At a practical level, much of the talent management work done by TCG uses Levels of Work Theory to help clients design their talent management system and processes in a manner that creates clear boundaries and interdependencies. This facilitates individual clarity of purpose and expectation, and collective alignment and focus.

[Click HERE to read the full article»](#)

Article: The Dark Side of Engagement

By Ester Kruger, BioSS Southern Africa

Extract: As HR professionals and managers, we make decisions that we feel are "the best", but in reality, even the best decisions will have possible negative consequence that also need to be managed. It is in dealing consciously with this dichotomy that we enable our organisations to proactively deal with the complexity presented by the internal and external environment.

[Click HERE to read the full article»](#)

Article: The Rise of Generation C

How to prepare for the Connected Generation's transformation of the consumer and business landscape

By Roman Friedrich, Michael Peterson, and Alex Koster

Extract: The arrival of Generation C will have an impact comparable to that of the Industrial Revolution, but it will take place much more quickly. For managers, it is no longer sufficient to plan for the next few quarters, or even the next few years. Companies that aren't willing to determine their strategies for the longer term — 10 to 15 years out — are putting their business models and value chains at risk. Executives must begin now to develop an agenda that includes an analysis of the capabilities and workforces they will need in the next decade and beyond. A critical step will be to make sure that the organization as a whole understands the coming changes, and that there are already people within the organization who are living these changes now, who don't perceive them as a threat, and who can help integrate them into the organization's business plan.

[Click HERE to read the full article»](#)

<http://www.strategy-business.com/article/11110?gko=64e54>

Upcoming Public Training Events

MAY 2011

5 May: Introduction to Organisational Development, 1 day

6 May: Introduction to Coaching, 1 day

9 - 20 May: CPA Practitioner Training (Accreditation), 10 day

Johannesburg Office (Operations)
+27 11 4502434
info@bioSS.com
assessments@bioSS.com
training@bioSS.com

Cape Town Office (Accounts)
+27 21 7829977
accounts@bioSS.com

"You cannot teach a man anything. You can only help him discover it within himself."

~ Galileo Galilei ~

27 May: Introduction to Levels of Work, 1 day

JUNE 2011

7 - 10 June: IRIS Practitioner Training (Accreditation), 4 days

14 - 15 June: Custodian Training (Accreditation), 2 days

23 June: Introduction to Change Management, 1 day

JULY 2011

13 - 14 July: Integrated Report Writing, 2 days

21 July: Basic Competency Based Interviewing Skills, 1 day

22 July: Basic Facilitation Skills, 1 day

26 July: Introduction to Conflict Management, 1 day

27 July: Introduction to Coaching, 1 day

50% discount offered to Interns attending Accreditation Training

[More details»](#)

[Book now»](#)

Staff News

*** Congratulations to Chantall Hugo and her husband on the birth of baby Carmen ***

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