

YWP-ZA National Committee Elections

The YWP-ZA National Committee has called on its members to nominate themselves for the National Committee which takes office in July 2018 until June 2020. We are now inviting our members to vote for four new National Committee members out of the 13 final candidates. We have ensured that the final candidates have been vetted and are eligible to hold this position. The four candidates will sit on the National Committee although in which position is up to the new National Committee to decide at its first meeting in July. The positions to be filled are: Vice Chair, Secretary, Treasurer, and Imvelisi Project Lead (non-voting position).

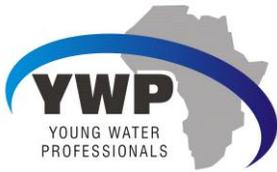
Sitting on the National Committee requires serious commitment and we therefore strongly recommend that you take the time to read all the profiles and chose strong representation. Things you could keep in mind while reading the profiles which could assist with the choice: Does the person seem committed? Does the person have the necessary leadership experience/willingness to learn?

Please vote before 19 July 2018 for your four candidates. Vote here: <https://goo.gl/forms/Ls5VWX1kOAPH7mup1>

Here are the candidates in alphabetical order:

Name	Ashton Mpofu
Age	26
Position interest in	No preference
Short bio	<p>I am a passionate, tolerant, altruistic, ambitious, visionary and challenge driven chemical engineering professional with expertise in water and wastewater treatment. I have an honours degree and have completed a master’s of engineering degree focusing on the anaerobic treatment of tannery sludge from the activated sludge process for solids reduction and renewable energy production. I am currently pursuing a doctor of engineering degree focusing on a novel integrated biological treatment of industrial wastewater for contaminant reduction, sulphate and biogas production funded by the Water research commission and Department of science and technology. I have published in peer reviewed journals, presented in local and international conferences. I am a reviewer on several high impact factor journals. I am also an active member of ECSA, IAENG, SAChE, and IChemE.</p> <p>I have served as a leader on numerous professional, religious and academic boards and structures previously. I excelled in these roles and my team continuously outshined the previous accomplishments and we received many accolades in that regard. Nonetheless, I have never served nationally, particularly in a professional organisation and I feel this is my opportunity to step up to the task. The country (our people) and the world at large is currently facing drought and increased environmental woes and needs innovative, energetic, ambitious, passionate and visionary young professionals to come up with sustainable solutions to curb the current and envisaged challenges. Unfortunately, such characteristics need proper harnessing and proper leadership in order to channel them in serving our societies. Bad leadership has continued to hamper the development, and servicing of human kind at national, continental and global level. Current droughts and water woes are continuously reported as being propelled partly by bad leadership. Similarly, our organisation WISA desires ethical, transparent, patriotic, selfless, pioneering, ambitious, passionate and selfless leadership particularly at the youth level. As in our history, our future, sustainability,</p>





sovereignty, solutions and triumph over our water woes lies in the hands of the youth under proper leadership. I am more than happy to share my skills and knowledge with my peers and mostly importantly be the force behind the success of our organisation. I will be honoured and I am ready to serve as part of the national leadership of WISA.

Describe one of the most important leadership decisions you have ever made?

As a leader I have faced countless occasions where I had to make big decisions and in almost every occurrence it had to be done under a limited space of time. In all these scenarios I always found myself puzzled, confused and alone, as any consultation blurred my decisiveness. In most instances my colleagues distanced themselves, as no one wanted to take neither the blame nor the responsibility. It is in these moments that I always revert to my personality, ENFJ (protagonist) and natural born leaders.

I was once faced with such a contractual dilemma. On the verge of signing the document, I decided to look at the numbers once more for surety. I came across a “misprint” of the monetary figures, though written in bold and quoted even in words. The figure was as twice as much as our quoted figures for our services. I read out the figure to our potential clients, together with the payment terms in order to draw attention and they boldly endorsed the transcripts. Turning to my team members around the table, it to read their facials, I was clouded. I kindly excused myself and asked for a minute break to crosscheck and pleaded unfamiliarity as I was a freshly recruited team player. Knowingly, this made us look disorganised unprepared and creepy but it had to be done.

My three team members were divided, two advocated that we seal it in black and white and one was against that and abstained from providing a solution. I highlighted some facts against sealing the deal so as to get them to convince us to side with them in a flash. Having been swayed to seal it, I walked back unconvinced but confused. I boldly, followed my intuition and allowed the situation to define myself. I jokingly asked to be pinched to assert that I was awake, if I was, was it Christmas already?. I went on to explain the discrepancy. Through that I made life time friends, echoed the values of our company and rooted business relations.

What great idea of yours have you implemented?

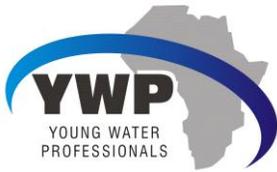
One of the great ideas that I have implemented on personal basis was founding a Christian campus network (CCN) aimed at bringing all the different Christianity structures on campus in order to address social challenges such as poverty, academic challenges, drug, and alcohol abuse. I managed to network, unify the different structures and established a common ground. Together our network fundraised; tutored, mentored, schooled transformed society and we adopted a local orphanage.

How have you enabled other people or stakeholders to contribute to projects?

As part of establishing CCN we had to come up with various ways of promoting participation of people. I first researched and made sure I had facts and understood my idea. I ideally, shortlisted people and stakeholders that I perceived would influence the adoption and acceptance of the idea, be it socially, logistically, financially and etc. “If you talk to a man in a language he understands, that goes to his head. If you talk to him in his language, that goes to his heart”, Nelson Mandela.

I approached them with my idea, and using my charismatic personality I almost always recruited all. One important





aspect was highlighting the bigger picture, end goal, sharing my progress, defining their role and how it will eventually benefit them directly or indirectly. With the big shots on board, the whole idea nucleated in people's hearts, and subsequently it became "Thuma Mina...". For united we stand and divide we fall. It then took good leadership traits to keep the recruited members ascribed to the goal and at the same time marketing it to attract new members.

What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?

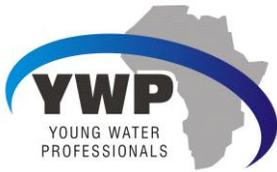
One of the biggest challenges that I foresee is the lack of participation in the water sector. I would endeavour to initiate platforms for bringing the organisation to the youth across the country. The water crisis is a national crisis which affects both young and old. However, tomorrow's glass full of safe drinking water and clean environment rests in the hands of the youth. There is a need to spearhead the subsidiary group of YWP (not scholars only) which will allow every young water-conscious Tom, Dick and Harry to play a role in the water crisis without merits of a qualification. Creativity and innovation are not embedded in a qualification but they are personalities that can be refined by the surroundings. Let the subsidiary group be inclusive of at school leavers, unemployed youth, secondary and high school learners who can then be taught about water awareness and they can teach others in the society and their future generations. Thus, recruitment and at least participation would have been initiated. Let the main YWP group work in head with the subsidiary group so as to be hands on and assist our societies. Dependence on our government is not sustainable, rather equip our people and allow them to solve their problems. YWP can initiate crowd funding to complete societal water challenges, starting with little initiatives such as collecting storm water, improving drainages and etc. Introduction of competitions for primary and secondary scholars nationwide aimed at solving, and creating water awareness. Engaging stakeholders on such initiatives and formation of partnerships will be ideal. In most instances stake holders will benefit from marketing their brands. Young water professional at universities may seek funding and undertake to solve water woes in our societies as part of their practical's.

What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?

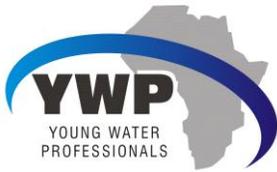
I have alluded to some of the partnerships that I aim to establish as a newly elected YWP-ZA in my above responses. My aim is to engage every youth across the country, private companies, non-profit organisations, governmental structures, and certain influential individuals. I envisage the YWP-ZA to function as a catalysing unit in solving our water woes and ensuring sustainability.

There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?

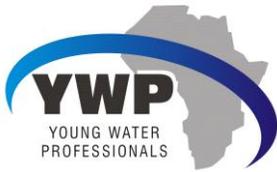
A good leader always knows when they need input from the team. As a leader I always thrive to be a team player, be part of the family and know the strengths and weaknesses of my mates. I will always consult based on my mates, before arriving on a decision (collaborative) as I eluded in my above cited example. At times some decisions, as simple as choosing a venue maybe chosen through a vote (consensus) and at times I delegate to my trusted peers or the eldest in the group (convenience). Nonetheless, when the situation demands an immediate guidance I solely instruct without prior consultation (command).



Name	Benton Otieno
Age	29
Position interest in	Imvelisi Project Lead
Short bio	
<p>I am a young researcher with the ability to critically review scientific literature, think creatively and provide innovative solutions to scientific problems. I am highly proficient in proposal writing, experimental design, statistical data analysis, and results interpretation. Good expertise in writing scientific publications, giving technical talks/presentations, and professionalism in adhering to workplace regulations. All these skills have enabled me to carry out successful research on wastewater treatment for the past 4 years and publish over 10 articles in peer reviewed journals. I have also carried out research activities for the Local Government Sector and Training Authority (LGSETA) on the state of Green Economy (GE) in the South African wastewater treatment sector. During the research on GE I travelled to selected water and wastewater treatment plants across South Africa, interacted with the professionals and stakeholders in the sector and gained first hand experience on the current status of water affairs in the country. My experience and skills makes me suitable for the position of a project leader as I will be able to attract funds through proposal writing, and ensure timely and effective project plans execution. The position will give me an opportunity to build on my already acquired experience on real-time problem solving and develop more networks in the water management sector.</p>	
Describe one of the most important leadership decisions you have ever made?	
<p>After completing my undergraduate studies (BSc. Chemistry with Honours) in Dec 2013 in my home country Kenya, I got employed as a water and wastewater treatment consultant. The job was well paying and self-fulfilling to me. However, after some time I realized that for career growth and to improve my expertise in the water sector, I had to further my studies. In 2014, I had to make one of the most important decisions in my life of resigning from the job and registering for a masters degree in a foreign country (South Africa). My decision to further my studies has paid off handsomely as I was able to complete my masters degree at the Vaal University of Technology in Gauteng, graduating with a cum laude in 2017. I am currently registered at the same institution for my PhD. The decision I made has immensely contributed to my expertise in water affairs as exemplified by the several publications, conference attendances (local and international) and research activities I have undertaken.</p>	
What great idea of yours have you implemented?	
<p>As the vice president of the Rotaract club in my former high school, I was tasked with identifying community outreach activities for the club. I came up with an idea of having the club members and other students participate in cleaning activities at a local market. In collaboration with other club leaders, our teachers, and the market leadership, I was able to organize a monthly cleaning exercise of the market by the club members as well as several fellow students whom we managed to bring on board. The exercises went a long way in restoring the market's dignity as and giving us a self-fulfilling opportunity of giving back to the community.</p> <p>As the leader of our student research group at the Vaal University of Technology, I came up with the idea of us meeting fortnightly to discuss our research progress and problems faced. This has allowed the research group to operate as a single unit with admirable progress. Students can get help with major problems faced in their research work and sometimes personal affairs.</p>	



<p>How have you enabled other people or stakeholders to contribute to projects?</p>
<p>Currently, I am working on an authorship project with two of my junior colleagues. Our aim is to co-author a paper on a previous project that we carried out together and submit it for publication in a peer-reviewed journal. Under my leadership, I have organized the three of us to contribute different sections of the paper. After completing the manuscript, one of the junior colleagues will undertake the submission of the paper to an identified journal. The colleague has never published before and, therefore, will have a firsthand experience of all the undertakings when making a manuscript submission.</p>
<p>What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?</p>
<p>The biggest challenge will be getting into the fabric of the different YWP activities at national level. I am excited by the opportunity to participate in organizing national activities such as conferences. Although I haven't organized large events before, on the plus side I have successfully participated in the planning of small events at my institution including a postgraduate conference attended by 200 students in 2017. I expect to learn a lot from the outgoing committee members by engaging them in the challenges that I will face. I plan to undertake online project management courses and follow other similar YWP related activities around the globe. I also expect to learn from international young water experts that I have already established networks with on the IWA platform.</p> <p>One the other challenges likely to be faced is the raising of funds for the YWP activities. Using my expertise and with the advice of my mentors, I will be able to successfully write proposals for funding from relevant bodies. Such funds will provide YWP members with opportunities to collaborate, network, participate, learn and develop their careers.</p>
<p>What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?</p>
<p>In the past three years, I have carried out two research activities for the Local Government and Training Authority (LGSETA). The research activities focused on Analysis of the skills required for a green economy (GE): The local government sector perspective. (PROJECT No SSP/GREEN ECONOMY RESEARCH/2012//201516) and Analysis of green occupations: The local government sector perspective (PROJECT NO. SSP/GREEN ECONOMY OCCUPATIONS RESEARCH/454/ 201617). The research work involved traveling all over South Africa where I was able to meet and establish networks with major stake holders in the water and wastewater sectors. I have also established networks at the Water Research Commission (WRC) and Sasol companies that have sponsored wastewater treatment research activities that I have been part of. I would be able to leverage on such networks when organizing YWP activities.</p> <p>As a researcher with the Centre of Renewable Energy (CREW) and Water at the Vaal University of Technology, my participation in CREW's past activities such as organizing conferences will come in handy when organizing YWP activities. Moreover, my association with CREW and VUT will give me an upper hand in reaching out to potential young professionals that could join YWP and participate in its activities.</p>



There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?

I believe in a collaborative style of approach for effective leadership. Before making any major decision where a team is involved, I will organize a brainstorming meeting (physical or online) to solicit the ideas, inputs, and suggestions of the team members. Based on everyone's submission, I will comfortably make the final decision. In a research work that we carried out for the LGSETA i.e. Analysis of green occupations: The local government sector perspective (PROJECT NO. SSP/GREEN ECONOMY OCCUPATIONS RESEARCH/454/ 201617), I was tasked with identifying the different plants to be visited by the team members for data collection. Whereas the team members were first asked to submit their preferred plants to visit, I ultimately had to make the final decision taking into consideration the fundamental principles of sampling. Some of my decision did not go down well with the team members, but for the sake of the project, we were able to collect a very representative data. I also had to explain to the disgruntled members why the decisions had to be made and to make them understand it was for the sake of the project not for any personal preferences. Based on the decisions that I made, we were able to successfully collect the representative data in a coordinated manner, within a short period of time and write a good report.

Name	Chanelle Mulopo
Age	30
Position interest in	No preference

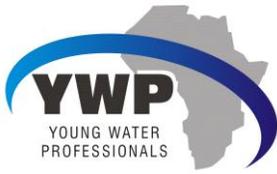
Short bio

I'm a PhD student from the University of KwaZulu-Natal registered in the school of Public health medicine. I'm in my second year of my PhD. I also have experience with lecturing undergraduate students. I would like to hold a position in the national committee because I'm very passionate about my field of study in the water sector. Moreover I feel like there's not so many researchers or research that's focusing on water and behavior which is my area of expertise. Serving on the national committee will present an opportunity for me to create an awareness on the critical aspect of behavior in the water sector. Additionally I will obtain leadership qualities by serving on the national committee and also will be able to learn and share knowledge with other members of the committee. This knowledge sharing will equip all of us with skills that will result in us being competent water leaders.

Describe one of the most important leadership decisions you have ever made?

Doing what I think is right by following my guts and not worrying about what people would think and say about me. But following through on what I think and believe is true and needs to be done. I chose my PhD topic based on the fact that I saw a problem in a particular field and I stuck with it even when people criticized me. I remember during my early stages of my PhD last year while I was presenting my concept paper another student (much older than myself) suggested that I should change my topic and leave the water and sanitation stuff and I told him that I was not going to do that. I have not regretted that decision. In fact I love the fact that my research is in the water, sanitation and hygiene (WASH) sector, which has also made me realize that there are very few specialist in this field especially in Africa.

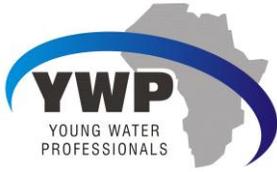




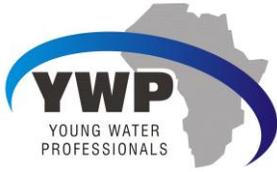
<p>What great idea of yours have you implemented?</p> <p>I have not implemented anything as at yet but I intend to do so after the completion of my PhD. I am currently in the process of developing a water sanitation and hygiene framework that takes into account psycho-social factors that influence WASH behavior. Once that is done then I will implement it in the community where I'm conducting research.</p>
<p>How have you enabled other people or stakeholders to contribute to projects?</p> <p>By engaging in a stakeholder analysis to identify which stakeholders have high interest and power and those that may have the power and not necessarily much interest but bringing them up on board. By conducting a stakeholder analysis I was able to identify which stakeholders are important and engaging them on my project. For example this included involving the municipality while conducting research in a rural community.</p>
<p>What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?</p> <p>I think the biggest challenge would be trying to see how everyone fits in the bigger picture and establishing rapport. But team building activities and time spent working together will iron out these issues. I think on my part as well as well for every member on the time, it would be important for all of us to step out of our comfort zone in order to achieve team cohesion. I also think setting out a clear vision from the start will facilitate team cohesion.</p>
<p>What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?</p> <p>I honestly would like to advocate more for social sciences in the water sector as well psychological aspects which is something I have identified to be lacking; we need experts that understand behavior to influence the behavioral aspect of water and sanitation.</p>
<p>There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?</p> <p>I think decision making is something that we do on a daily basis. In a situation where I'm the team leader I will give a chance to everyone and listen to what they have to say and then make a decision based on what I think is best for the team as a team leader.</p>

Name	Job Motsili
Age	26
Position interest in	Imvelisi Project Lead
Short bio	
<p>Given my technical knowledge, my ability to work in teams and ability to meet rigorous performance standards and demanding schedule, together with my enthusiasm and willingness to learn, I believe I will add immeasurable value to the organization. As a special added value of this appointment I find the opportunity to network with other youths and professionals, which is an excellent opportunity for horizontal exchange of experience.</p>	

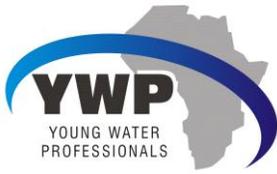




<p>Describe one of the most important leadership decisions you have ever made?</p> <p>It was to coach a production team and go ahead with a suggestion made by one of the team members to solve a refrigeration problem. I had to train and observe the team and make critical decisions that could affect production and i had to make these decisions without approval because not one of my managers were available.</p>
<p>What great idea of yours have you implemented?</p> <p>A water recovery system to refrigeration condensers. the water from activated carbon filters was being dumped and instead a designed and implemented a system that was used to recover that water to be used by condensers and lower the site water usage</p>
<p>How have you enabled other people or stakeholders to contribute to projects?</p> <p>By allowing them to express their opinions and actually listening out. As a leader, the most important thing you can do is coach people into being capable of doing things on their own. Sometimes this is impossible such as when the organization is a stake, but that is more rare than you might assume. The vast majority of the day to day risks are not so big that you should short-circuit the empowerment of your organization. One of the key mistakes I see leaders make is taking back the reins out of unjustified fear. It is critical to contain ones anxiety in order to help others to grow and thereby build a team that is both happy and scalable. This is one important thing i have been able to achieve in the past to help people contribute</p>
<p>What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?</p> <p>adjusting to the environment and the culture of YWP. making new connections and knowing the right people. I will immerse myself completely into the organisation and attend all events concerned to be able to know who I'm supposed to know. I will engage with the experienced members and main committee to properly align myself with the vision and culture of the organisation.</p>
<p>What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?</p> <p>The private sector especially the beverage industry where i work, there are a lot of opportunities in these companies in terms of their water retirculation and initiatives that they have. I believe i can be of help in helping bringing them on board. More involvement also from the depart of water affairs and other water bodies.</p>
<p>There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?</p> <p>Make them understand and see the big picture of things, make them see the end benefit and that sometimes short term struggle leads to long term success. when I started my position I had to demote someone from their position, the worker didnt want to be helpful in any way even and at times tried to sabotage my work, this was not goof for the overall team morale and i had to demote the said person and bring in someone who was motivated and true to the values of my team.</p>



Name	Lee-Ann Modley
Age	29
Position interest in	No preference
Short bio	
<p>I am a young female currently employed as an environmental management lecturer with a keen focus on water management and society. I have a background in aquatic ecology and am currently completing my PhD in environmental management with a focus on aquatic health. I am particularly interested in being part of the national committee as I feel it will help me grow personally and mentally, I will be exposed to like minded individuals and in that learn alot about different spheres of water management and issues in South Africa. I also have a passion for empowering previously disadvantaged females with skills relevant to the water sector, I am convinced that being a member of the national committee will afford me more opportunities to make a difference.</p>	
Describe one of the most important leadership decisions you have ever made?	
<p>My biggest leadership decision I made was leaving my job in environmental consulting to become an assistant lecturer, I wanted to be more involved in grooming and equipping the new generation with valuable skills, as an assistant lecturer I was in a more favourable position to impact the lives of young people.</p>	
What great idea of yours have you implemented?	
<p>I have implemented an environmental winter school in the township of Eldoradopark to keep the young kids occupied during the holidays giving them less time to become involved in crime and drugs.</p>	
How have you enabled other people or stakeholders to contribute to projects?	
<p>My biggest project is driving science in the township of Eldoradopark, as mentioned before during winter we run a winter school of which I asked my department at the University to sponsor the program and had a few colleagues spend a day each with the kids, this program will run for the second year in 2018. I am currently working on a project for the high school students where I will be implementing a science drive in the high schools in Eldoradopark to encourage seniors to choose science as a subject and provide support and mentorship to learners willing to study a Bsc degree. I have applied for funding at the NRF to buy practical kits to support the high schools without practical kits making it difficult to ignite passion and explain the theory.</p>	
What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?	
<p>Bridging the gap between young and experienced professionals, this is often a very difficult as most times one struggles to not feel intimidated as a young professional in a world full of experienced professional. I will attempt to overcome this challenge by encouraging workshops and mentor mentee programs so as to find a common ground and bridge the gap by having one on one interactions in a comfortable environment.</p>	
What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?	
<p>I would be able to leverage the partnership between various universities and private consulting environmental companies and the YWP-ZA.</p>	

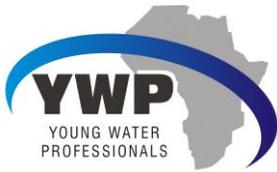


There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?

I would react as a leader by involving the team as much as possible in the decision as not to undermine them, I will take the final decision but ensure that everyone's opinion or suggestion was considered. One of the most difficult decisions I had to make as a leader was during supervising a masters student the co-supervisor of the project insisted that we choose a particular site which was inaccessible and dangerous but would make for a good topic, the student expressed her fears with me and as the main supervisor I had to take the decision which would in the end benefit us all as a group, I chose a different safer site to reassure the student but implemented the ideas of the co-supervisor at the new site. everyone was happy.

Name	lehlogonolo madibana
Age	12
Position interest in	No preference
Short bio	I'm a young guy born in the villages of senwabarwana, 23 of age and the first born of a single lady. I am working towards my diploma in law and establishing my company in hygiene and water and sanitation. My company served a minor project under the mvula trust. I believe in my self and I am a problem solver, hands on individual and self motivated, and I prefer bring hands-on on each project I head.
Describe one of the most important leadership decisions you have ever made?	I HAVE SUCCESSFULLY MADE SEVERAL LEADERSHIP DECISIONS IN MY WORK WITH NATIONAL DEPARTMENT OF PUBLIC WORKS, AND THE MVULA TRUST.
What great idea of yours have you implemented?	I IMPLEMENTED A SUCCESSFUL END USER EDUCATION ON WATER AND SANITATION PROJECTS
How have you enabled other people or stakeholders to contribute to projects?	BY MOTIVATING AND ENCOURAGING THEM INTO INDEPENDENCE.
What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?	ADJUSTING TO THE WORK. I WILL ASK ONE OF THE PEOPLE IN THE YWP TO LEAD AND SHOW ME THE PROCEDURES WITHIN THE INDUSTRY.
What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?	I WILL KEEP THE EXISTING PARTNERSHIP, MY COMPANY WILL ALSO BE IN PARTNERSHIP AND WILL ALSO APPROACH SEVERAL BODIES TO PARTNER.





There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?

I HAVE BEEN WORKING WITH A TEAM FROM AN EARLY STAGE OF MY LIFE. HAVING TO WORK WITH A TEAAM WILL NOT BE MUCH OF A PROBLEM UNTO ME. THE VIEW AND PERSPECTION OF TH TEAM MEMBERS WILL BE TAKEN INTO CONSIDERATION.

Name	Lloyd Fisher-Jeffes
Age	31
Position interest in	No preference

Short bio

I am currently employed at Aurecon in Cape Town as a civil engineer specializing in water resource / engineering services. I have several published works, including guidelines and reports as well as conference papers and journals. I completed my doctorate in civil engineering through the University of Cape Town (UCT) in 2015. I am currently a member of the IWA, WISA, SAICE and ECSA and was recently involved in organizing the 8th International Young Water Professionals Conference.

I would like to continue to be involved in YWP-ZA, specifically through the National Committee, as I see it as an opportunity to network with YWP's across South Africa, as well as a way to contribute to the South African Water sector. YWP's programmes and people have, over the last few years, inspired me to develop myself and my networks, and to commit to working in and developing South Africa's water sector - I hope through further involvement in YWP to provide the opportunity for others to also be inspired.

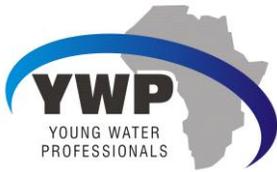
I believe my recent experience in organising the conference will allow me to provide support for the next conference committee. I also believe the knowledge of WISA, and its processes, will allow me to help YWP to execute it projects successfully during the next term.

Describe one of the most important leadership decisions you have ever made?

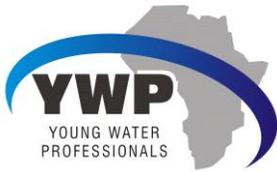
Generally I don't find making decisions particularly difficult, and don't attach importance to leadership decisions - most decisions in leadership are important as they affect others. I also cant disclose some. Two examples of relevance may be (please don't publish no 1 - I'll try think of something else if that is the intention)

- 1) One of the most difficult decisions I have made was to approach a senior colleague for support. It was a decision forced by circumstance, the team had no options, but one that would require me to make nice with a colleague with whom I had and have a difficult relationship. In the end it created relationship of convenience, and was worth it.
- 2) A important decision I had to make (when in working as a field guide and primary medic) was whether to extract a lady from a rolled car who had possible spinal injuries, or wait for 4 hours for the ambulance. Based on training (as an ambulance medic) and my gut that she had a chest injury I decided, against the feeling of my seniors, that we would convert one of the vehicles into our own 'ambulance, we made up a spine board from what we had and I did some quick training for the rest of the staff on how we were going to extract the lady. I then (for me difficult) let the team (rather than me) do the extraction so that I could ensure everyone was doing everything correctly and to minimize the potential of further spinal or other injuries. We extracted the lady and met the ambulance half way - it was later

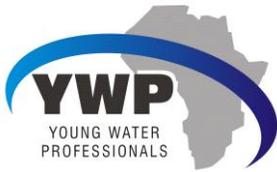




<p>confirmed that she had punctured a lung and had a couple other serious injuries. The decision was in hindsight the right one - but a very risky one under the circumstances.</p>
<p>What great idea of yours have you implemented?</p> <p>I have helped to develop the concepts of WSUD within South Africa and have tried wherever possible to incorporate it into my, now, work life. At work we recently trialed a set of cheap gauges to address a data collection problem a client had - it was successful.</p>
<p>How have you enabled other people or stakeholders to contribute to projects?</p> <p>I generally try to encourage people to get involved in what ever it is I am involved in. Whether at a YWP event, or at work, or while studying I have enabled people's contributions by creating opportunities for people / stakeholders to get involved. Privately I have acted as a stakeholder representative and encouraged those I represent to become more active and contribute - including organizing special meetings for them to address their issues.</p>
<p>What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?</p> <p>The biggest challenge I foresee is managing my time. I think this is often a problem for volunteers, but it is an important skill that I am still mastering. To overcome it I will intentionally manage my time, and ensure I set aside at least 2 hours a week (during the week) to do YWP work - and leave the weekends for catch up - if necessary.</p>
<p>What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?</p> <p>I will continue to leverage my company to support YWP, but also believe that I have built up various strong relationships through involvement in the last conference. I think I could leverage the relationship with Wesgro, UCT, City of Cape Town etc.</p>
<p>There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?</p> <p>I believe that, most of the time, a good leader generally foresee what decisions could be required in the future. This allows them to consult with their team in advance, understand their teams views, understand what their team feels etc. As such I like to consider possibilities in advance so that I know how others feel, and am informed of, possibly, opposing views which may help me to make the best decision for everyone. However, if a decision needs to be made, I will make it based on all the available information - and if at all possible consultation with all affected. I would then make the decision based on what I believe to be best for the project and team. I would then approach the team to explain the decision, why it needed to be made, my reasons, and if necessary apologize to anyone who is/feels negatively affected by the decision. I do believe that with good leadership, such situations should be the exception and that consensus is the best approach to decision making - as I do not believe one person knows everything.</p>



Name	Makhudu Lebogang Malatjie
Age	31
Position interest in	Imvelisi Project Lead
Short bio	
<p>I serve as a project manager professionally for 5 years till todate. Completed my first junior degree at University Of Limpopo in Water and Sanitation, furthered my studies at University Of The Western Cape doing Honours in Environment and Water Sciences (B.sc Hons Env), In the process of getting back to do my masters and hard working. I am a member of WISA since 2009 and been a chaiperson of Unify under school of physical and Minerals sciences at University of Limpopo 2006 - 2007, worked as a library assistant 2007- 2009 at water school University of Limpopo. I am a candidate of the 2012 WetSkills challenge programme which took place in the Western Cape Capetown.And Currently an activate change driver member, young water proffesional who is always willing to take up challenge and responsibility. I am a spot person thus spend my evenings at the gym getting fit.</p> <p>I am interested in the position as it will enhance my skills and improve my knowledge and capacity to work different projects. It will bring me back to the envronment and water world where my contribution will finaly be aligned with my education and background. My joining and being at the position will aswell help our young water proffesional in my province to see the greater things YWP_ZA is involved in, as well inspire most. Using my previous experience as a project manager, it will be easier to contribute to the success of the projects held as I have already handled small to bigger projects with different challenges.</p>	
Describe one of the most important leadership decisions you have ever made?	
To put the organisation and its members first at all times without compromise.	
What great idea of yours have you implemented?	
improve the province percentage of artisans trained graduated.	
How have you enabled other people or stakeholders to contribute to projects?	
by thorough door to door marketing in the field i am working in and organising meetings with stake holders periodically to ensure that interest of what is being proposed and implemented is still growing.	
What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?	
Getting our youth to value the future and making means to preserve all valued resouces and sources today. By working hand in hand with all stakeholders, beneficiaries, private training providers, high learning institutions, high schools and primary school on creating successful awareness campaigns that will bring information to our door step all the time.	
What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?	
internation and national partnerships which will allow me to continue advocating as an ambassador of YWP-ZA even after my role in the committee has lapsed.	



There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?

As a member who understands the policy and law, to make a decision without undermining my team will first start with a fair communication with all about the situation and look at the pros and cons (severity) of the situation to which consultation will be conducted with the ones before me to fully understand how the could have dealt with the situation as i consult with the organisation policies and the country's constiitution.

Name	Moses Skosana
Age	24
Position interest in	No preference

Short bio

I am a full time final year registered student at university of Pretoria studying BSc(Hons) Applied Sciences Water Utilization. In the academic year 2017 I was working in the Department of Defence as Geologist in a dolomite rehabilitation project.

I am a former project leader for AgriUP (Under Enactus University of Pretoria). AgriUP was a vertical farming project that incorporated Hydroponics as a way of farming. This project was initiated to address the shortage of arable land and water. During the academic 2015 I was awarded a certificate of leadership with distinction by the University of Pretoria in leading an Innovative project AgriUP. Within that year, I was awarded another certificate of merit for winning the intra-varsity award winning project.

I have previously served as a vice-chairperson of the University of Pretoria. My involvement in different organizations has developed my interpersonal skills. I believe that my strong people's experience and education will make me a suitable candidate for this position.

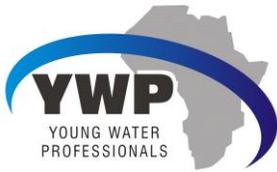
In the academic year 2017, I have partnered with a number of graduates in various fields of study with an aim to resolve the water crisis in rural areas by coming with innovative ways to harvest water for them. These are prospective projects.

This would be a great opportunity for me because of my passion to serve others and to inspired change. I believe being part of the National committee will give me the platform to learn more and grow in leadership. My passion for water and finding sustainable solutions grows each day and being part of this committee will be helpful in achieving some of the set objectives.

Describe one of the most important leadership decisions you have ever made?

During the academic year 2015 was selected as AgriUP design team project leader through Enactus University. My team and I that year won the intra-varsity cup. I was awarded a certicate of leadership with distinction and another one with merit.





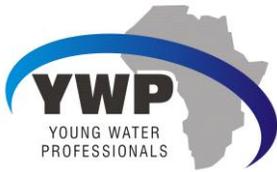
What great idea of yours have you implemented?
Designing a vertical farming structure. Which incorporated hydroponics and later designing a drip irrigation system.
How have you enabled other people or stakeholders to contribute to projects?
Yes
What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?
The transition process of being in a new committee. Learning from the previous outgoing committee member will help to get me on speed and understanding the portfolio I'll be elected in.
What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?
I can partner with Enactus South Africa this will help in coming up with projects that address the national water crisis. Through Enactus we can engage different Universities to challenge students in various disciplines to develop solutions in the water sector.
There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?
In 2017 I was elected to go represent South Africa in the CIOR Summer Congress in Prague, Czech Republic, Europe. During a conflict simulation, I was elected as the NATO presiding officer in resolving a fued between Norway and Vineland over the oil. I was working with a team of of different delegates from 13 different European countries. As a presiding officer I had to make alot of decisions in appointing a team of negotiators. Ultimately we managed to reach consensus between the two countries and peace was restored (This was a simulation of conflict resolution)

Name	Ndivhuwo Netshiendeulu
Age	31
Position interest in	Secretary
Short bio	
<p>I work as a Scientist Production in the Department of Water and Sanitation. My passion in the water sector started when I joined the department in 2008 as a graduate trainee, where I am responsible for determining groundwater reserves. I signed up for the young water professionals newsletter and that is how I became interested in the work of the YWP. I want to join the YWP, because I saw that the newsletter provides the youth with information about opportunities that exist in the water sector. The YWP provides an opportunity for me to improve my skills and to meet people.</p> <p>I obtained my Bachelor of Science in Geology in 2007, from the University of Witwatersrand. After that I studied Geohydrology at the University of Free State, where I completed honors in 2010 and masters degree in Geohydrology in 2013.</p>	



Describe one of the most important leadership decisions you have ever made?
The most important decision I made in my personal life was to move my sister from our place. I live with my sister and my niece, so I noticed that they spent a lot of time watching TV. My niece likes the same shows as my sister, so if my sister is watching something she likes, instead of her studying, she goes to watch TV. And my efforts to talk to my niece about focusing on her studies were not working. This year is suppose to be her last year of attending classes. I decided to downgrade my dstv package and move my sister from the house. By making this decision I risked damaging my relationship with my sister. Another decision to make my niece study during tests and exams involves taking her phone after 21:30.
What great idea of yours have you implemented?
The idea of starting doing hair wigs at home. This started after I realised that I'm wasting money by buying hair extensions and attaching them to the head. Because the hair piece is not in a good state after you detach it from the head.
How have you enabled other people or stakeholders to contribute to projects?
At work when working on projects, I send documents to people so that they can review and make comments. At home I allow my niece to make her own hair wig.
What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?
My biggest challenge will be to find a balance between work, study and performing my responsibilities as a YWP member. I will need to make a work plan, so that I remember all my responsibilities.
What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?
When attending events with people who are able to provide job opportunities to the YWP members. I would use that time to get information and share it with the YWP.
There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?
If I makes decision as a leader, I would call a meeting with my team and explain to them my reasons for making such a decision. The decision of moving my sister from the house was difficult. But since my niece has been failing and she gets distracted easily, it's a decision that I had to make.

Name	Philani Dlamini
Age	27
Position interest in	Imvelisi Project Lead
Short bio	I am research, passionate about exploring epigenetic component of somaclonal variation in plants and mutation breeding with an aim to improve plant tolerance to various biological and environmental stresses. Presently, working



to improve sugarcane drought stress tolerance.

Social involvement: I am co-found of an NGO called South African Youth Shapers, that focus mainly on uplifting youth and also help with career advise. Previously saved as Deputy chairperson of Agricultural society in Univeristy of Zululand (2013)

Describe one of the most important leadership decisions you have ever made?

The most important decision I have made was in relation to my career. I was offered an internship with eThekweni municipality in 2017 while busy with my masters studies. I accepted the internship hoping that I will manage to do my studies while working. Unfortunate, I could not manage to do both my studies and internship and deciding what to preceed with was complicated due to economical climax. Firstly, I knew that an internship will provide me with the experience required to secure a job, whistle doing my MSc I could not get that experience. In addition, the salary that I get from the internship was able to help me financial and proceeding with my MSc meant financial challenges hence I didn't have funding. However, I considering that MSc is a long term investment, I chose resume my studies instead of an internship. I still believe it best career decision I took even though it come with a price of financial challenges.

However, I believe that it very important to making decisions that will help us in long run personal and professional.

What great idea of yours have you implemented?

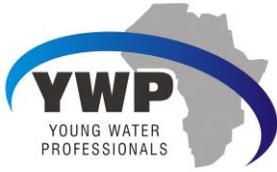
In 2013 when I was part of the University agricultural society executive commit (deputy chairperson), we realized that is gap between university and agriculture industries. We therefore, started a seminary were invited different agricultural companies (Pannary and Monsanto) to engage with student in terms of the industrial needs (specifically in research and human resourced skills). The career seminary has been annual event in our institution.

I have been mostly primarily involved in education and development. As I have previously mentioned that I am co-founder of NGO called South Africa Youth Shapers, annual we host events that intend to capacitate youth in rural areas with different career opportunities available in South Africa for people with and without school leaving certificate (National Senior certificate). Hence, our organization invite universities, colleges and government youth and business structures to help those who intend to advance their career either academical or business-wise.

How have you enabled other people or stakeholders to contribute to projects?

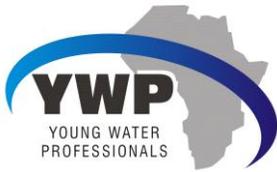
Being part of committee demand collaborative and means certain individuals have entrusted you to provide leadership to meet their goals as an organization and/or community.

To be precisely, I always ensure that communication is foundation between our team (committee), stakeholders and the people we are leading to meet certain goals. furthermore, we use consensus decision making to make everyone involved feel accountable in decision making.



<p>What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?</p> <p>I am intending to do my PhD study on plant molecular genetics in 2018 to 2021. I think my biggest challenge will be finding the right balance between YWP and PhD work. However, I believe with commitment I will manage to deliver when required.</p>
<p>What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?</p> <p>I am an agricultural scientist by profession, considering that agriculture contribute to great portion of water pollution and utilize about 70% of freshwater. I believe there must be a shared vision for the purpose of working together between agricultural scientist and water professionals with an aim to protect our water and ensure efficient use of water with agricultural sector. I am member of South African Plant Breeders Association, and I believe they will be a need for collaboration with various agricultural organization to develop common goals for proper water management within the agricultural sector.</p>
<p>There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?</p> <p>Yes, I will be able to make decisive decisions if the need arise.</p> <p>On my previously leadership experience, I have not face situations that demand me to be a decision maker. However, should such need arise, I will need to ethical with my decision making guided by polices of the organization. Therefore, I believe I am capable to make immediate decision without being afraid of hurting certain individual feelings for effective working.</p>

Name	Raphepele kgabo Lawrence
Age	33
Position interest in	Imvelisi Project Lead
Short bio	
<p>To be amongst the committee will create more learning space for me, because i am flexible, young, self motivated and willing to to share my knowledge. I have a three years water and sanitation degree and two years experience as a process controller(professional process controller). I am free to travel if requested and to put all my strength to any given project.</p>	
Describe one of the most important leadership decisions you have ever made?	
<p>I once registered a company, which i made a school workshorp to teach youth about the importance of water and sanitation. And i used my money to cover all the costs.</p>	



What great idea of yours have you implemented?
I was able to remove the mindset of unemployment from a lot of young people to join a business industry. I was able make them learn how businesses can improve our government and our lives. We were able to open agricultural sectors around our community.
How have you enabled other people or stakeholders to contribute to projects?
I took several youth to join me in the business of agriculture, of which we are young black men and women.
What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?
The only challenge would be the clash of meetings between my business meetings and YWP-ZA meetings, but if it happens that I come across that, I will communicate with both parties so that I can come with a final decision.
What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?
Anything that will be helpful to the committee.
There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?
I normally sit with my team, collect all important factors discussed, combine all facts and come up with my reasons to why I have done that. But give them the big picture of our plan. If there is a need to vote for opinions, I am flexible to do so.

Name	Thato Sekgoele
Age	28
Position interest in	Secretary
Short bio	
<p>Water is pure and it purifies and cleanses all sort of life as we know it. As a thought leadership I am health and environmentally conscious of primary, secondary and tertiary sources of natural networks. I am interested in National Committee to improve operations process using neural network, for increased productivity in quality service engineering and making WISA effective and efficient in carrying out processes of operations. Having served as a secretary in student affairs and governance at University of Johannesburg, I understand management and administration vertical and horizontal process. As a interdisciplinary change agent student, this position needs a multidisciplinary approach, which is me, bringing transformational solutions to our country economy. Being at the preliminary stage of 4.0 industrial revolution, robust approach using neural networks, artificial intelligence, business intelligence, financial intelligence, data analysis, augmented reality, predictive analysis, human augmentation 2.0, internet of things (IoT), internet of everything (IoE), soft and hard systems design are amongst the vital things we need to fulfill WISA objectives and mandate in this Digital Age, the Information Age is here. This position would be great for me, it will give me a holistic overview understanding of water engineering process in South Africa and abroad. I love the business of purifying peoples livelihood and WISA would proliferate the possibility of that happening by me taking up this position.</p>	





Describe one of the most important leadership decisions you have ever made?
Enabling and granting students to enroll at university without having any means.
What great idea of yours have you implemented?
Decolonization of indigenous knowledge. I was part of drafting the input to decolonization charter and establishing the four pillars of decolonization at University of Johannesburg when I was secretary of Student Representative Council (SRC)2016/7.
How have you enabled other people or stakeholders to contribute to projects?
They must be able to write 10 of their ideas down every day.
What do you foresee will be the biggest challenge facing you as a newly elected YWP-ZA National Committee member? And how do you expect to overcome it?
I also see myself as a challenge to life. I will have to over come challenge by understanding the root cause and nature of the challenge to minimize the impact by applying committee-of-neural-networks techniques. Cultural Intelligence, computational thinking and other sufficient methods depending on the scope of the challenge.
What partnerships would you be able to leverage in your role as a newly elected YWP-ZA National Committee member?
As also a member of IEEE from institutional and provincial level the are a number of partnerships that I can leverage, inclusive of IEOM, Industrial Engineering and Operations Management Forum national and international.
There are times when a leader has to adopt the role of a decision-maker. Should such a situation arise, how would you react as a leader without undermining your team? What difficult decisions have you made as a leader before?
Decolonized thought leadership. Principled wisdom of the elders and guidance to provide direction where there is uncertainty of success to meet the objective.