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Its November 2001. A university in dire straits, financially bankrupt burdening a debt in excess of R100-million, a disillusioned and demoralised staff complement still reeling from the trauma of retrenchments, coupled with an academic project facing collapse as student numbers dwindle by a third to less than 10 000. Is there a future for such an institution, described by some as a 'basket case' with very bleak prospects of survival? This was the landscape that confronted the newly-appointed Vice-Chancellor and Chief Executive Officer (CEO) of the University of the Western Cape. Fast forward to December 2014. The CEO retires from office, bestowing upon his successor a financially sound institution with a flourishing academic project, recording unprecedented achievements, enriching the lives of more than 20 000 students, and widely acknowledged as a research-led university. This book narrates how visionary leadership with the steadfast belief that your past does not determine your future, galvanised an entire organisation into believing that a better outcome was indeed achievable, and the will to move forward as a collective with a redefined purpose and commitment to achieve that which was once deemed impossible.

Anthropological reflections on citizenship focus on themes such as politics, ethnicity and state management. Present day scholarship on citizenship tends to problematise, unsettle and contest often taken-for- granted conventional connotations and associations of citizenship with imagined culturally bounded political communities of rigidly controlled borders. This book, the result of two years of research conducted by South African and Japanese scholars within the framework of a bilateral project on citizenship in the 21st century, contributes to such ongoing efforts at rethinking citizenship globally, and as informed by experiences in Africa and Japan in particular. Central to the essays in this book is the concept of flexible citizenship, predicated on a recognition of the histories of mobility of people and cultures, and of the shaping and reshaping of places and spaces, and ideas of being and belonging in the process. The book elucidates the contingency of political membership, relationship between everyday practices and political membership, and how citizenship is the mechanism for claiming and denying rights to various political communities. 'Self' requires 'others' to construct itself, a reality that is subject to renegotiation as one continues to encounter others in a world characterised by myriad forms of interconnecting mobilities, both global and local. Citizenship is thus to be understood within a complex of power relationships that include ones formed by laws and economic regimes on a local scale and beyond. Citizenship in Africa, Japan and, indeed, everywhere is best explored productively as lying between the open-ended possibilities and tensions interconnecting the global and local.

This book explores a century of business development of The South African Life Assurance Company, from a specific local focus to a national conglomerate expanding into global insurance markets. Established as a strategic vehicle to address Afrikaner economic marginalization and abject poverty at the beginning of the twentieth century, Sanlam has displayed both path dependence and a dynamic adaptability to complex changing contexts to become a global player. The strategic convergence of economic empowerment through the mobilization of savings into insurance products, as well as Afrikaner nationalism, assisted this growth. Sanlam has played an a-typical role in the economic empowerment of an ethnic entity through extensive investments into the industrializing South African economy. This strategic diversion created operational limitations that were only resolved early in the twenty-first century. As globalization, financial deregulation, and weakened Afrikaner political and social hegemony manifested, strategic change management relied on the path dependence of empowerment strategies to address new markets with similar needs to those of the early stakeholder market of 1918. The former mutual life office demutualized operations to become a diversified financial services group of companies operating across almost the entire African continent, as well as in India, Malaysia, and the UK. This volume presents a business history of strategic management of an insurance enterprise, and its transformation from a defined cultural context into an international empowerment strategy through innovation on all levels of business operation and organization. This book is an Open Access publication, available online under a CC BY-NC-ND 4.0 license.

Leaders are not just born to the role. They are born, then made - and sometimes unmade by their own actions. A leader who is not attuned to his or her followers soon becomes a leader in limbo and invariably then fails. Connectedness, compassion, empathy, integrity, humility, reasonableness and a determination to be effective are the keys to attuned leadership. An attuned leader can step boldly into an uncertain future with the certainty that followers will lend their support. In this richly reflective discussion of leadership and transformation the author provides a guide to what constitutes ethical leadership in local and global contexts, for business, politics and government. In a world where tyrants abound in corporations and in states, Attuned Leadership provides a compass for the direction of ethical leadership. Central to this perspective is that the philosophical traditions of Africa offer an important contribution to the theory and practice of leadership in the world today. African humanism or Ubuntu, evokes both reason and empathy - as the basis for ethical leadership. Ubuntu - articulated in the Zulu proverb Umuntu Ngumuntu Ngabantu - means that a person is a person because of other people. The author contends that the reciprocal relationship between the individual and the social collective stimulates caring and progressive thought and action. Nowhere is this more apt than in the relationship between leader and followers.

"The overriding strength of this book is that it places people—ordinary people—at the centre of memory, at the centre of historical and contemporary experience, and thus at the centre of reimagining and owning the city of Cape Town. It is as they speak—what they choose to say, what they choose to remain silent about—that we become aware of the possibilities of the city, if it really did embrace all its people, in all of their diversity." —Mike van Graan, from the foreword Cities are not only made of buildings and roads, but they are also constructed through popular imagination and memory as evidenced in this collection of oral and visual histories drawn from the people who live, work, and creatively express themselves in Cape Town, South Africa. The collected works move beyond apartheid history to analyze the reflective ways in which people are coming to terms with that history through memory work, performance, and memorialization.

Argues that South Africans, like everyone else, need democracy for a more equal society What are democracies meant to do? And how does one know when one is a democratic state? These incisive questions and more by leading political scientist, Steven Friedman, underlie this robust enquiry into what democracy means for South Africa post 1994. Democracy is often viewed through a lens reflecting Western understanding. New democracies are compared to idealized notions by which the system is said to operate in the global North. The democracies of Western Europe and North America are understood to be the finished product and all others are assessed by how far they have progressed towards approximating this model. Power in Action persuasively argues against this stereotype. Friedman asserts that democracies can only work when every adult has an equal say in the public decisions that affect them.Democracy is achieved not by adopting idealized models derived from other societies—rather, it is the product of collective action by citizens who claim the right to be heard not only through public protest action, but also through the conscious exercise of influence on public and private power holders. Viewing democracy in this way challenges us to develop a deeper understanding of democracy's challenges and in so doing to ensure that more citizens can claim a say over more decisions in society.

A new novel by a towering presence in contemporary South African literature In 1971, nineteen citizens of Excelsior in South Africa's white-ruled Free State were charged with breaking apartheid's Immorality Act, which forbade sex between blacks and whites. Taking this case as raw material for his alchemic imagination, Zakes Mda tells the story of a family at the heart of the scandal -and of a country in which apartheid concealed interracial liaisons of every kind. Niki, the fallen madonna, transgresses boundaries for the sake of love; her choices have repercussions in the lives of her black son and mixed-race daughter, who come of age in post-apartheid South Africa, where freedom prompts them to reexamine their country's troubled history at first hand. By turns earthy, witty, and tragic, The Madonna of Excelsior is a brilliant depiction of life in South Africa and of the dramatic changes between the 1970s and the present.