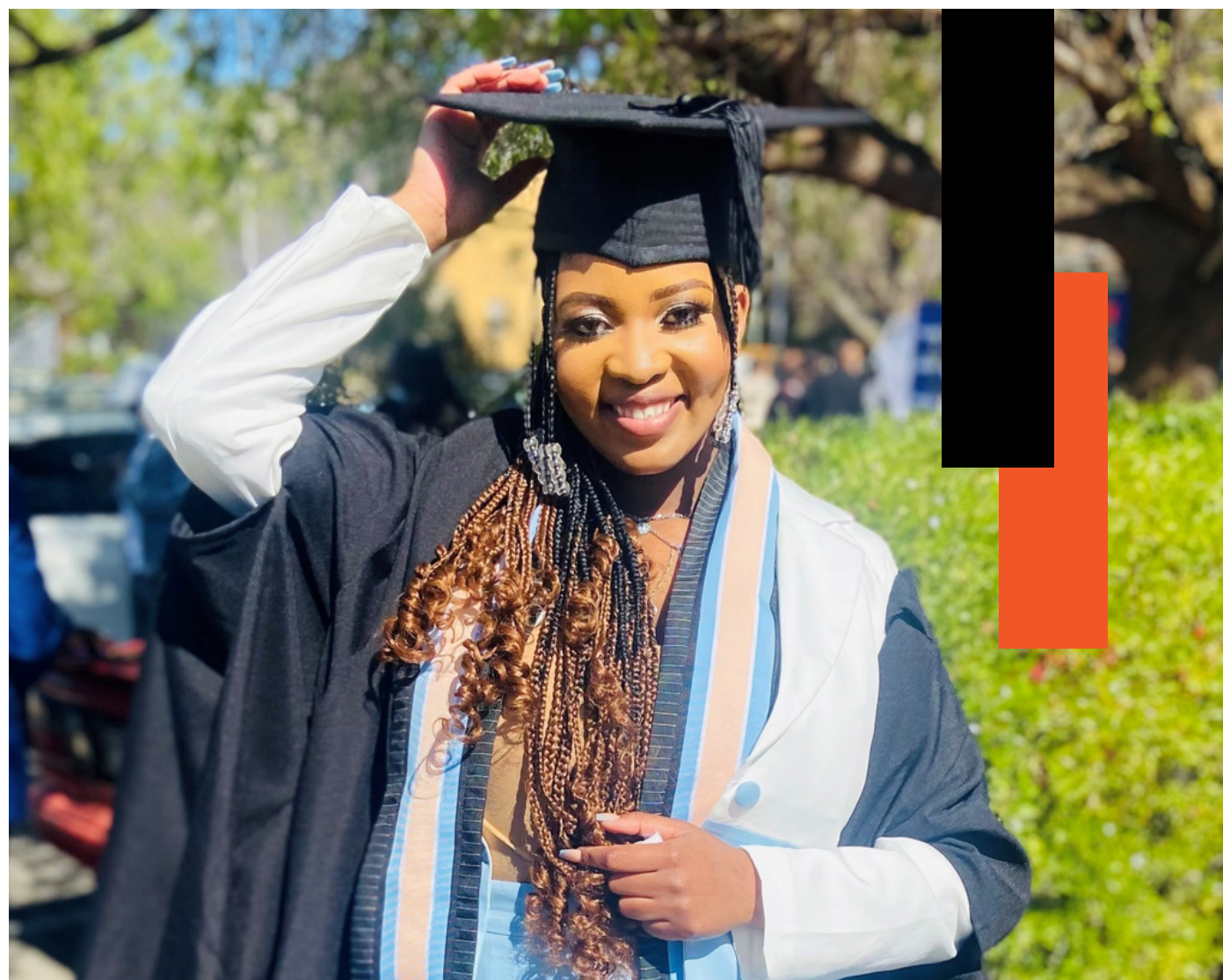


NEWSFLASH

Beyond The Tracks: Tshanduka Jubai



INTRODUCING: Tshanduko Jubai, Industrial Planning Intern

Starting Out and Progression

MEET Tshanduko Jubai an Industrial Planning Intern. She joined Gibela in September 2023 as part of the Internship Programme. Jubai holds a Bachelor of Business Administration degree in Logistics and Supply Chain from the Rosebank College.

Stepping into the Industrial Arena

According to Tshanduko Jubai, her experience in the Internship Programme, so far, at Gibela has been an exciting opportunity. Shortly after joining, she was given more responsibilities by acting in a Serial Production Coordinator role within her department. Literally, she is playing two roles at the same time. "It has been a transformative journey that shaped my professional and personal growth. From the moment I started, I have been deeply involved in an environment that is both challenging and rewarding," Jubai reflects.

Leading from the Front

One of the defining aspects of her internship has been her acting role as the Serial Production Coordinator which she held for seven months. In this capacity, Jubai managed production schedules and ensured the seamless execution of operations. "Taking on this responsibility was a milestone for me. It honed my leadership and problem-solving abilities," she shares.

Reporting to Leadership

Midway through her internship, Jubai was given the opportunity to report directly to a Senior Manager. This responsibility offered her a deeper insight into complex operational processes and honed her technical skills. "Being part of management meetings provided me with a unique perspective on strategic decision-making," she says, emphasizing the value of this exposure.

The Power of Exceptional Mentorship

A key highlight of Jubai's time at Gibela is the mentorship she receives. Her supervisor provides guidance that is both supportive and challenging. "I have been encouraged to push my boundaries and take on new challenges, which has been crucial for my development," Jubai explains.

A Period of Significant Learning

Tshanduko Jubai is due to complete her Internship Programme in September 2024. As Jubai reflects on her internship journey which is inclusive of senior roles she has been occupying, she says "the skills I have acquired and the relationships I have built will serve as a strong foundation for my future endeavours."

The Impact of a Well-Rounded Experience

Jubai's journey at Gibela is a testimony to the powerful impact of an internship experience coupled with additional work exposure. She describes her experience as the one filled with growth, opportunity, and invaluable lessons that come from stepping out of one's comfort zone.

One-Day CEO

As a CEO, Jubai said she would launch a "Reverse Mentorship" Programme [Young employees teaching senior employees]. "Imagine a workplace where younger employees teach senior officials on latest technologies, social trends, and sharing ways at which the younger generation can be best gel with the older generation," explained Jubai. She strongly believes that this initiative would break down hierarchical barriers, ensuring managers remain in touch with modern advancements and they have a better understanding of the junior employees psych.

She further shared that she would institute a "No-Meeting Day" where one day in each week is dedicated entirely to individual work, creativity, and problem-solving—without the disruption of meetings. "This will assist employees to focus, innovate, and produce their best work," she shares.

Lastly, she said she would introduce an *Open-Door Innovation Challenge*. "This initiative would open the floor to every employee, allowing them to pitch their most innovative ideas directly to the executive team. I would then take the best ideas and get them fast-tracked for development. This challenge would foster a culture of inclusivity and creativity where everyone's voice is heard" shared Tshanduko.



Tshanduko Jubai, Industrial Planning Intern