

MONTHLY NEWSLETTER

STAFF BIRTHDAYS



NOVEMBER

Wade Van Rooyen	4
Derick Pauls	11
Bonnie Philander	11
Tasreeq Van Der Poll	27

DECEMBER

Sarah Young	3
Ellen Isaacs	3
Shariefa Donson	4
Xolelwa Mdlambuzi	6
Tara-Lee Jehoma	8
Ruwayda Matroos	9
Ed Williams	10
Fatima Perin	12
Sirmon Lekay	13
Daren Thompson	14
Kaylin Bedford	18
Linda Bambelo	15
Jacques Gerber	15
Ronelda Swartland	17
Stephanie Appollis	19
Allan Segal	21
Badronesa Ariefdien	22
Lizanne Bedford	26
Silas Samy	29
Kauthar West	31



Like rain, I fall
but
like water, I flow
like the sun, I'll shine
everything takes time
and I'll be fine (again)
-dika agustin

The foolish man seeks happiness in the distance,
the wise grows it under his feet - James Oppenheim

**DREAM
TO BE IN
EVERY HOME**

CORE VALUES



FOLLOWERS

Alva	9,439	Alva	6171
Stingray Group	3,192	Stingray Group	1162
Stingray Factory Shop	3,282	Wenko SA	477
Wenko SA	701	Pure Pleasure	139
Casa	109	YouTube	168
Pure Pleasure	1200		
Alva London	7		

Condolences to **Gaynor Finch** on the recent passing of her mother and brother. Our thoughts are with you during this sad time.

INTERVIEW WITH...

STINGRAY

OUR CORE VALUES

OBSSESSION		SPEED	
THINK BIGGER		SIMPLICITY	
PRIDE IN PURPOSE		USER DELIGHT	
		VALUE ALIGNED RECRUITING	

We're shining a spotlight on our values! Each month, an employee will be interviewed about one of our core values—what it means to them personally and how it shows up in their work.

BADRONESA LAUBSCHER - ADMIN TEAM LEADER - JHB

In our Sales Admin team, speed is more than just working quickly – it's about being efficient, dependable, and solution-driven. Whether we're updating pricing in SAP, managing listings, assisting clients, or supporting other departments, our goal is to keep critical processes running smoothly so nothing slows the business down.

To me, speed means staying one step ahead, showing up with purpose, and being ready to assist at any moment. When you enjoy what you do, you naturally take pride in being a consistent and reliable part of the team. Though we may not all be on the front lines, each of us plays a vital role in keeping the line moving forward and the business thriving.

ELTON BROWN - QUALITY CONTROL DEPARTMENT

Obsession is important in quality control because it drives intense focus, tireless effort and a deep commitment to excellence, leading to the creation of Good Quilty products and services that goes beyond & above at stingray Basically, this core value is a fundamental that steer a company or person towards a particular way of thinking. As guiding principles, this core value dictate behaviour and mannerisms when conducting professional activity in my work space. Obsession & Quality control works hand in hand.

MUNADIYAH HAFFEEJEE -SEWING SCHOOL SUPERVISOR

Simplicity - The aim of any business includes producing goods and services efficiently to customers and at the same time generating a profit. Being in a production line super visionary and sewing trainer position, I understand that the success of the company relies on efficient productivity and smooth workflow. For me "Simplicity" is a very important core value. If something is simple, it is easier to understand and easier to handle, thus speeding up production. I work by applying simple standard operating processes which allows for control of orders, reduce errors, and improve consistency. By simplifying methods of working, using the correct tools, minimizing bottlenecks and most importantly using simple, clear and concise language for communication is key for a productive work environment and the overall success of the company... "Keep it Simple but Significant"

MARLENE STEYN - NATIONAL SALES MANAGE

Value Aligned Recruiting - Every business says people are its greatest asset, but the truth is, it's not just people, it's the right people. Skills can be trained, but values are lived. That's why value-aligned recruiting is at the heart of how we build our teams. When we bring someone on board, we don't only look at their CV, we look for a spark that connects with who we are as a company. Do they believe in integrity? Do they take ownership? Do they treat others with respect? When values align, something powerful happens. Teams collaborate more naturally, decisions are made with trust, and every individual feels part of a shared mission. It's the difference between employees who simply work for a company and employees who belong to a cause. By staying true to value-driven hiring, we don't just fill positions, we strengthen the very DNA of our business. In the long run, this is what fuels resilience, consistency, and long-term success. Let's commit to hiring not only for what people can do, but for what they believe. Together, we'll continue building a team that reflects the very best of our values. Our very unique, Stingray Values!

Being positive is a sign of intelligence
-Maxime Lagace

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FANIE SMUTS – SENIOR SERVICE TECHNICIAN JHB

Pride and purpose for me means that whatever job I do, be it simple or difficult, I do it with a positive attitude. To do it with a positive attitude means that mistakes will be eliminated and that the end result will make me feel satisfied. This does not only refer to repairs or assessments but also for assisting walk-in customers and customers on the phone. When you take pride in your purpose, your purpose will make you feeling proud.

PATRICIA BARRON – PRODUCTION

User Delight - For all the years that I have work I have taken pride in my work to supply the staff efficiently and with speed I always make sure that the next user of my work is delighted to work from me as I make sure that my work is delivered flawless and without faults and rejects. I try with every inch of my person to deliver in my everyday life and work to ensure I supply the user of the production with the WOW factor as I feel that it is a simpler meaning for the CORE VALUE User delight

GRAHAM DAVIDS - DISPATCH

Think Bigger - Is all about being ambitious and staying focused on long term goals. I am not afraid of thinking out of the box, dreaming big and to create myself a mindset that is focused on growth. Innovation and progress are one of the most significant advantages of thinking bigger in the workplace and it helps us to see the bigger picture.



We often take for granted the very things that most deserve our gratitude
-Cynthia Ozick

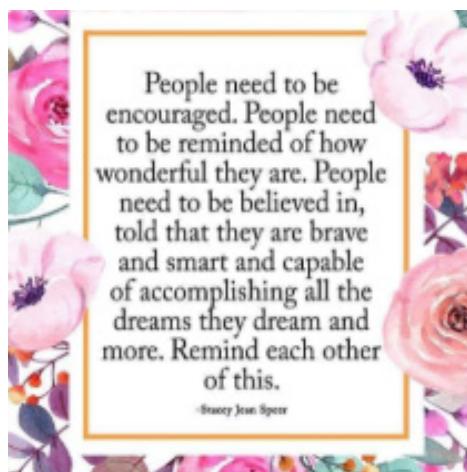
JOKE OF THE MONTH



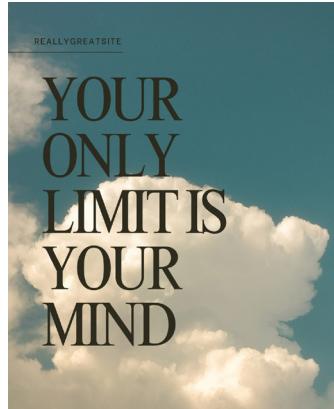
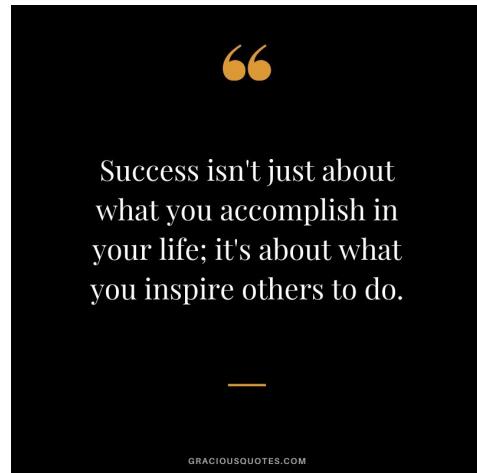
1. Why did the scarecrow get promoted? He was outstanding in his field.
2. What's a computer's favorite snack? Microchips.
3. Why don't skeletons fight at work? They don't have the guts.
4. Why was the math book so stressed? Too many problems.
5. Why don't calendars go on vacation? They're booked solid.
6. What do you think you can call a factory that makes okay products? A satisfactory.



INSPIRATION CORNER



Sometimes we assume the people around us know how special they are, that they feel seen, valued, appreciated. But the truth is, even the strongest hearts need reminders. A kind word, a genuine compliment, or a simple "I see you" can light up someone's entire day. Don't wait for the perfect moment. Say the thing. Share the love. Remind the people in your life how deeply wonderful they are. We all need to hear it more than we think.



“To accomplish great things we must not only act, but also dream; not only plan, but also believe.”

ANATOLE FRANCE



EMPLOYEE OF THE MONTH

NELSON AWONEJI

He is currently a Service Technician and has been the most consistent (in my team) around being a true embodiment of our values

Obsession:

- He is obsessed with delivering on our desired outcomes, arriving 1-2hrs ahead of shift, has a sense of urgency in all his actions and prioritises completion of his tasks before taking his tea or lunch breaks

Think Bigger

- He is always innovating around how handling and managing of stock and especially its storage can be more effective, efficient and convenient in a systematic way

Pride in Purpose

- It goes without saying... Please ask ANYONE who is looking for any stock in our respective warehouses who they'll go to?
- And one could not dare to impact any of our valuable stock without Nelson ensuring that it is conducive

- He has been poached so many times by other departments for assistance as he is truly a Subject Matter Expert especially in his Technical Knowledge and ability

Speed

- He is effective, efficient, and prides himself on a work ethic of urgency to be as productive as possible in a shift

Simplicity

- Nelson never over thinks what needs to be done... He follows instructions really well but also has no issues providing his opinion or feedback

User Delight

- Anyone and everyone thoroughly enjoys working with him... He is strict on delivering on the desired outputs... but does it well in a team dynamic due to his ability to build and foster good relationships



Well done Nelson

Happiness is not something you postpone for the future;
it is something you design for the present

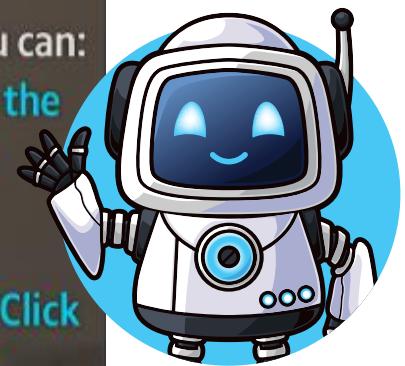
- Jim Rohn

The Ecommerce Department decorated their office for Halloween last Friday 31st and did a little photoshoot for staff to come and take a pic and enjoy some popcorn.
big thanks to all those who participated:



BEST DRESSED

IT MONTHLY TIP:



ALVA NEW BBQ



casa NEW KNIVES AND SCISSORS

