



# Be the BEST version of YOURSELF™

## Program, based on the journey of Nolan Pillay – CEO and Founder

### HUMANITY

**Congratulations on stepping up to making a difference in YOUR Life! This really is about YOU!**

Hello there once again, I AM Nolan Pillay and I will be your Facilitator for the Humanity value on YOUR Journey to **Be the BEST version of YOURSELF**. I would like to share my experiences both socially and in the working environment with you. Humanity is close to my heart and I would like to spread the spirit of Ubuntu with all of YOU. This is based on 38 years of real-life experiences.

**Please take note of below before you start each value**

1. Find a quiet room (you would need 30-45 minutes of alone time).
2. Download and print your Humanity Value Transcript
3. Watch the video
4. Download Human Rights exercise
5. Please complete the online feedback

Great, let the Journey continue...

### **What is Humanity?**

Humanity is the human race, which includes everyone on Earth. It's also a word for the qualities that make us human, such as the ability to love and have compassion, to be creative, and not be a robot or alien to one another. When people ask for money to help feed starving children, they're appealing to your sense of humanity.

So WHY do I see Humans BUT NO Humanity? I keep asking myself, where did we go wrong?

This provoked my mind further into coming up with this program as I strongly believe, we can become Human again. Yes, we need to learn how to be human again. In my 38 years' experience in the Social and Corporate world, I witnessed how humans were being treated, more like doormats to be trampled on. I personally have been a victim of name calling because my race or skin colour was different.

I watched in earnest how I was being totally ignored in conversations to the extent that humans would speak in a different language in meetings, just to make me feel left out. How does one react to something like this without going into conflict? Human education is key to transform people into believing that we are all one, we are HUMAN and should be treated accordingly.



I must admit during my travels, I had the pleasure of visiting different countries and was pleased that in some meetings, my colleagues would kindly say to me, I quote “give us a minute to converse in our home language and we will get back to you shortly”. This brought such a sense of compassion to me and I felt appreciated.

Humanity means caring for and helping others whenever and wherever possible. Humanity means helping others at times when they need that help the most, humanity means forgetting our selfish interests at times when others need our help. Humanity means extending unconditional love to every living being on Earth. Let’s spread the Spirit of Ubuntu locally and globally.

### **Benefits of Humanity**

- Understanding your Human Rights
- Ability to love, have compassion, be creative, be authentic
- Not being a robot or alien to other Humans
- Promote Kindness and Positivity
- Seeing the good in the world, being grateful, inspiring others.
- Making the World a better place to live in

## **Week 1**– Trust YOU are as excited as I AM on OUR Journey together.

This week we will discuss OUR Human Rights.

### **Week 1 – Human Rights**

Every human being has their own rights, namely “Human-Rights”.

Some basic human rights one should know. The Bill of Rights protects the rights of every South African, and it’s important that all South Africans know their most basic rights afforded to them. Below are some of the most crucial rights you should know.

#### **1. The right to equality**

This right is the most violated one in South Africa, according to a 2017 report by South African Human Rights Commission. The right states that everyone is equal and must be treated equally. No one has the right to discriminate against you based on your race, gender, sex, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language or birth among others.

#### **2. Human dignity**

Everyone has inherent dignity and the right to have their dignity respected.



### **3. Life**

Everyone has a right to life and nobody, not even the state, has the right to take a life. This means that no person can be sentenced to death by the courts.

### **4. Freedom and security**

This means that no one can be put in prison without good reason; be detained without trial; be tortured in any way or be treated or punished in a cruel, inhuman or degrading way. It means that all humans have a right to be free from all forms of violence from either public or private sources. Arrested, detained and accused persons. Any arrested person has a right to a lawyer and cannot be forced to speak or to make a confession. Prisoners must be kept in proper living conditions and may have visits from family members.

### **5. Personal privacy**

No one, not even the government, has the right to search your house or property or even have your possessions seized without following the correct legal channels. The government cannot infringe on the privacy of your communication - this includes opening your mails or listening to your phone calls.

### **6. Freedom of Expression**

South Africans have the freedom to say, write or print what they want, but this right must never violate anyone else's right or break the law in any way.

### **7. Freedom of Association**

Everyone has the right to associate with anyone they want to associate with. This means people have a right to associate with a trade union, a political party, or any other club or association, including religious denominations and organisations, fraternities, and sports clubs.

### **8. Political Rights**

Every citizen has the right to form a political party; to participate in the activities of, or recruit members for a political party and to campaign for a political party or cause. Every citizen has the right to free, fair and regular elections for any legislative body established in terms of the Constitution and every adult citizen has the right -to vote in elections for any political party, and to do so in secret. Every citizen can stand for public office and, if elected, to hold office.

### **9. Education**

Everyone has the right -to a basic education, including adult basic education; and to further education. Healthcare, food, water and social services. Everyone has the right to have access to health care services, including reproductive health care; sufficient food and water; and social security, including, if they are unable to support themselves and their dependents, appropriate social assistance.



## **10. Slavery, servitude and forced labour**

You have a right to choose who you want to work for and the kind of work you do, and you must be paid for your work. No-one can be forced to work for someone else.

## **11. Citizenship**

No-one's South African citizenship can ever be taken away from them.

## **12. Housing**

Everyone has the right to have access to adequate housing. The government cannot take your house away from you or evict you from your home if you own it.

## **13. Children**

All children have the right to parental care, shelter, and food. Children may not be neglected or abused or forced to work.

**Exercise 1** – Understand YOUR Human Rights and know that we all have the same Human Rights. Let's work together on building our country and Africa.

Discuss OUR behaviour towards each other with work colleagues, friends and social circles. Start to appreciate everyone, irrespective of OUR race, religion or cultural backgrounds. Find solutions on how we as a country can, can learn to respect and treat each other like humans.

Massive shout out to Humanity.

## **Week 2 – Humanity in the Workplace**

Humanity in the workplace has taken a massive dive in my opinion. A place where humans should be valued more than the dollars. We spend over a third of our day at work so why not make it a positive experience for everyone. Employees need to feel appreciated and eager to come to the office rather than come to work just to receive a salary at month-end. I emphasise a lot on the human aspect because without humans, there is no company. One may think Robots can replace humans but to a certain extent only. Happy to note that Humans are indeed irreplaceable.

During my 30-year experience, I have seen organisations place more emphasis on generating massive financial value for the company's many stakeholders and little value add to the Employees. Unfortunately, this causes the employee to feel that their talent and experience is wasted.

So, how do we make OUR Workplace More Human?



Let me add, there are some Organizations that place humans at a very high regard and focus on ideals like high-quality relationships, trust building, personal and professional growth.

This is where we need Authentic Leadership to step up with the intention to make the work place more human again. Here are some ways on how we can shape our workplace culture to be more human.

### **1. Promote Gratitude and Positivity**

You have learnt in the first value about “Gratitude” and how to cultivate an “Attitude of Gratitude”. Get the organisations Executives, Management and Employees to start practising this daily. Create a Positive culture and teach employees how to turn negatives into positives e.g. if someone is feeling down, cheer them up, engage in a conversation with them. All a person needs is an attentive ear. I have experienced employees sitting on the same floor and did not even know other people sitting close to them. The silo working environment must come to an end. Cultivate positivity by focusing on what's possible and not just what's wrong with an idea or approach. Start team meetings with people sharing a personal win or kudos or story of gratitude.

### **2. Power of Mindset**

Teach everyone within the organisation the power of their mindset. Many employees have lost their belief and self-worth due to many circumstances and a huge contributor is poor workplace practices. Part of the program “Be the BEST version of YOURSELF” teaches you these key values. The key is to practice these values often. We have limitless possibilities within us, we just need to awaken these sleeping giants.

### **3. Replace complaints with Solutions**

Nothing is more toxic and contagious than employees complaining. Whether it be bad-mouthing each other, company leadership or dress code policies. Complaints are a mentality of defeat rather than feeling empowered by the company. Empower Employees to tackle any problems that arise, allow them to find solutions instead of complaining.

### **4. Coach everyone in the Organisation**

Everyone needs a coach, I use a Coach. Instead of jumping to disciplinary action, try your hand at mentoring. You will inspire a shift in attitude. We do offer Mentoring to your employees as well.

### **5. Exceed Expectations**

When you are working in a Professional environment, allow employees to take ownership for their actions and attitudes. You'll see your entire team collaborating on projects and offering suggestions to solve problems. Your employees will start taking pride in their work and their contributions, which leads to a company filled with purpose and meaningful output.



The Benefit, Employees will feel valued, they will give back loyalty, dedication and hard work to the organisation. This helps propel the organisation into an upward movement thus increasing productivity, affirmative mindsets and growth in company revenue.

Monday's won't be dull anymore!

One last point on Humanity is that schools need to play a major role in developing and creating better humans than merely producing students. We need to question the norm of "Getting **excellent results** vs Being an **Excellent human being**". There needs to be a balance in terms of both gaining knowledge and being an excellent human being, both are equally important. As adults, we should help and direct the children, the future generation towards developing themselves as humans with humanity.

Together with Social Services, we should emphasize the importance to include subjects on teaching and practicing empathy, kindness, compassion, values of life, helping each other, saving yourself and others from harm (physical/sexual abuse).

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Please refer to your Worksheet and continue the exercises YPU have learnt in this lesson.

Thanks for YOUR time in completing both Gratitude and Humanity values, please continue to apply what YOU have learnt on a daily basis. Look forward to seeing YOU in the next value, Self-Worth.