

## Issue #1 January

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### ABOUT LEKWA CONSULTING ENGINEERS

Established in 2002, Lekwa Consulting Engineers (Pty) Ltd is a fully representative Black Economic Empowerment (BEE), civil engineering consultancy. Our dynamic approach is based on finding synergies with public and private sector stakeholders as well as our communities. We believe that through this partnership-approach we can be instrumental in unlocking skills development and job creation in South Africa, in support of government's economic initiatives, Such as National Development Plan – Vision 2030. Our key specialist services include the design and implementation of Municipal and other Infrastructure projects. In addition, we offer value-added project management services according to the internationally accepted standards. Achievement of project deliverables and excellence in service delivery invariably involve balancing the competing demands of scope, time, cost and quality within the context of the requirements of all project stakeholders. Our approach combines high level technical expertise and integrated project management services to ensure excellence in terms of service delivery. Our in-house expertise is broadened through networking with specialist partners and associates to provide conventional and turnkey project solutions to our clients. As a small-scale consultancy we offer the value-added advantage of providing a more personalised service to our clients. For the convenience of our clients, and to enhance our service delivery outputs, we have an established office network covering Gauteng, KwaZulu-Natal, Mpumalanga and Free State Province.



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## MD's CORNER

**W**elcome to 2017.

Let us all make this year one to remember by being the best we can be to fellow human beings. This year is most likely to experience couple of watershed moments with political changes both at home and abroad likely to impact on infrastructure development, or lack thereof. If America was to build a wall between itself and its neighbour – Mexico – as promised by its new president Trump, we are likely to see a flurry of activities by construction companies in that country. That will be good to reignite confidence in the construction sector and companies and that bode well for us.

In South Africa, and the African continent in general, there has been lot of talk of huge infrastructure developments. If we move beyond talking and start implementing, these will be good catalysts for economic growth and rejuvenate our industry. I'm hopeful that some funds will be found to start rolling some of these infrastructure project in 2017.

Lekwa is looking forward to a productive and exciting year ahead. We will have an opportunity to look back at a massive milestone as we celebrate our 15 years in business. In wedding terms, the traditional celebration of 15 anniversaries is symbolized in Crystal – as it reflects the steady strengthening of marriage over time. I do believe that Lekwa's growth in the last decade and a half has also been built on a very strong foundation which has ensured that we stay the course of development with excellence, professionalism and high quality workmanship which could only be the bedrock of long lasting partnership between management and staff. The last 15 years have also seen yielded very powerful bonds with our clients and other strategic partners. We are quite proud of where this business finds itself today because we can see lots of scope for future growth.

We will be celebrating this milestone throughout the year of 2017. We are already working on plans to make it special by arranging interactive sessions whereby

we will pay tribute to number of events and roleplayers who have made it possible for us to be where we are today. These developments will be communicated in the next few months.

We ended 2016 on a high with the majority of our projects being delivered in line with clients' expectations. This obviously places lots of pressure on us to replicate our dedication and quality workmanship during the coming year. Im quite certain we will take continue to apply our very best in all the projects we get involved in.

This new year also gives us an opportunity to conduct an introspection on where we individually stand in relation to the Lekwa values. We need to check how far we incorporate the company's value to our daily activities and which areas require improvements in this new year. We also need to take time to see if we are all still operating with the aim of assisting the company to achieve its strategic goals and Vision 2020.

In the next edition, I will be sharing with you some of our key expectations and commitments for the year ahead. We will also share with you our Crystal celebration theme and plans. Im quite sure you will be excited and ready to help Lekwa move to the next level.

Be safe and lets make 2017 greater than 2016.

Regards

*Kibiti Ntshumaclo*

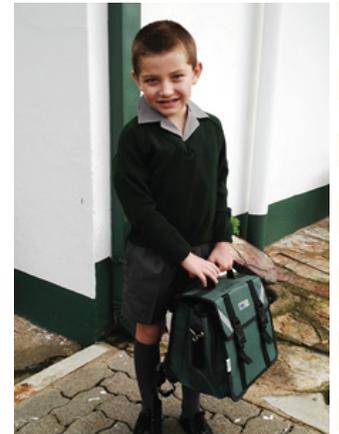


# BACK TO SCHOOL

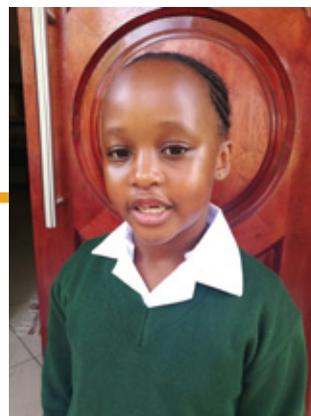
**A**fter weeks of school holidays and playing, it can be challenging for children to go back to school. Children of all ages have different experiences of going back to school, and parents should tune in to work out how their children are coping and what they are feeling. For example, it's not uncommon that children past the first year of school find it difficult to sleep the night before school returns after a holiday break. It is also possible that some children worry about going back to school because they have been bullied and are concerned it might continue once school resumes. Building your child's sense of resilience can be one way to help them tackle any back to school challenges. Here are a few of our Staff's children that couldn't wait to go back to school and start with their new grades.



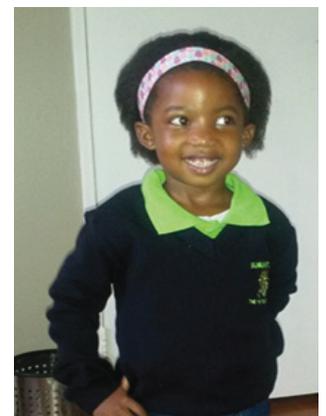
Ayanda Dhlamini  
Grade 4



Stian Smith Grade 1



Sinenhlanhla "Sine"  
Ntshumaelo Grade 2



Yolani Mbalenhle  
Msimanga  
Grade R



# LEKWA TURNS 15

**F**inally, we usher a milestone Crystal year anniversary in the life of Lekwa Consulting Engineering, 15 years of existence that has been nothing short of inspiration through trials and errors. Formed in 2002, Lekwa is in the midst of its teen life and can attest to have gone through all life stages from crawling when it was formed as an idea that wanted to represent the changing dynamics of the civil engineering sector and the country. It also went through pre-teens years when expansion and growth was cast upon it due to growing client demand and project wins. As the company turns 15 years, we start with the correct fundamentals having gone through diversity training and extensive soul searching which culminated in the development of Vision 2020.

In South Africa, companies that celebrate 15 years in business are considered a success given that more than 70% of new business close down within 3 years. If you survive to 5 years, you are considered to have paid your school fees and have few lessons or experiences to share. So, what are some of our experiences?

Below are some 15 life realities we learnt in the last 15 years.

1. Perfection does not exist. Only Perception.
2. If you don't believe in it, it won't succeed.
3. Love it enough to learn it. Love it enough to teach it
4. Balance life, work and health
5. There is no ONE right way to do anything.



6. Doing is better than planning
7. You can always fix it later.
8. Finish it. Whatever it is, finish what you started.
9. Your biggest business fears are silly
10. Hire for intelligence, not skills.  
Anything can be learned if you can think
11. Set Clear, Measurable Goals for you and others
12. Don't wait for the perfect Tool, forever is a long time
13. Things go wrong, it's how you react that counts.
14. We're all somewhere. There will always be people ahead of you & behind you.
15. Give back, every chance you get.

These are our past lessons. We are using them as bricks to build to the next 15 years.

# SAFETY TIPS

## USING THE ATM



- Always pay close attention to the ATM and your surroundings. Don't select an ATM at the corner of a building -- corners create a blind spot. Use an ATM located near the center of a building. Do your automated banking in a public, well-lit location that is free of shrubbery and decorative partitions or dividers.
- Maintain an awareness of your surroundings throughout the entire transaction. Be wary of people trying to help you with ATM transactions. Be aware of anyone sitting in a parked car nearby. When leaving an ATM make sure you are not being followed. If you are, drive immediately to a police or fire station, or to a crowded, well-lit location or business.
- Do not use an ATM that appears unusual looking or offers options with which you are not familiar or comfortable.
- Do not allow people to look over your shoulder as you enter your PIN. Memorize your PIN; never write it on the back of your card. Do not re-enter your PIN if the ATM eats your card -- contact a bank official.
- Do not wear expensive jewelry or take other valuables to the ATM. This is an added incentive to the assailant.
- Never count cash at the machine or in public. Wait until you are in your car or another secure place.
- When using a drive-up ATM, keep your engine running, your doors locked and leave enough room to maneuver between your car and the one ahead of you in the drive-up line.
- Maintain a supply of deposit envelopes at home or in your car. Prepare all transaction paperwork prior to your arrival at the ATM. This will minimize the amount of time spent at the machine.
- Closely monitor your bank statements, as well as your balances, and immediately report any problems to your bank.
- If you are involved in a confrontation with an assailant who demands your money, **COMPLY**.

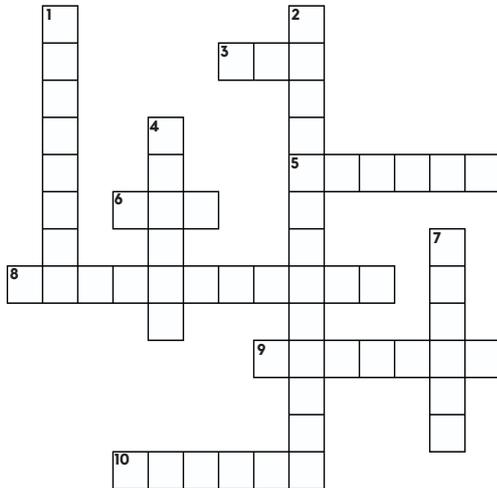
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<http://www.bankrate.com/finance/checking/10-consumer-tips-for-atm-safety-and-security.aspx#ixzz4XWKv9fFY>

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## CROSSWORDS



### Vertical

1. Lekwa's receptionist who loves museums.
2. The Mayor of Tshwane.
4. The 9 cm x 9 cm side of a brick as seen in the wall face, is generally known as.
7. A substance that attracts piece of iron.

### Horizontal

3. Lekwa was established in 200\_\_\_. (In words)
5. Employee who started working on the 17th of October.
6. The portion of a brick cut across the width, is called?
8. \_\_\_\_\_ Ext 22 which was launched in 2016
9. Lekwa's head office is in which province?
10. Where was R50 000 donated by Lekwa?

## SODUKO

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