



MISSION

SGA is dedicated to supporting sustainable safety and security for our customers and the community by providing the best security solutions founded in our people, innovation and our commitment to social responsibility.

VISION

To be the integrated security solutions provider of choice through exceptional quality, personnel, integrity, innovative systems and customer relations in the African Region.

VALUES

SGA will be a safe and secure place where our employees feel proud and are empowered and dedicated to do a professional job. SGA serves its customers with quality, discipline, loyalty and integrity.

17

Bunge Expo



■ Mbeya City Expo



Page 09

25

Work Ethics & Conduct



■ FC Visit to Mwanza and Geita



Page 11

- 05 :: Management Team in Zanzibar
- 06 :: SGA Tanzania's ISO 18788
- 07 :: New Office
- 13 :: Police Inspection
- 14 :: DODOMA Team
- :: Insurance Due Diligence Visit
- 16 :: May Day
- 17 :: Vyakula I6 Vinavyoongeza Kinga Ya Mwili
- 24 :: The Cockroach Theory
- 28 :: Linda Watoto Likizoni

■ HRM Visit to Geita



Page 12



Colleagues,

we are progressing well as we approach the end of the first half of the year. Pressures from the market still exist but at least the shocks from the minimum wage have settled to a large extent. The market for top tier players appears to have shrunk. We are witnessing some premier accounts shifting to the lower market players. Even financial institutions are not spared, as we are now experiencing multiple service providers sharing the duties, with the bulk of the task going to the lower market due to budget constraints.

The above scenario calls for refining our processes to ensure that the customers get value for money. We need to continuously improve our services and most importantly, align with the customer more than ever before. The turnaround time needed to be top notch and the culture needs to be witnessed where the rubber meets the road.

Secondly, we can not avoid looking inwards to remain efficient while keeping high our effectiveness in delivering our services. We need to justify each item of cost so that we transfer efficiency to the consumer and remain competitive. I count on each of you to delivery this promise. We have a chance to reinvent our processes in readiness for long term strategy. We have set a good foundation albeit from a potentially bad situation we faced. We need to build on this.

I wish to congratulate everyone for sustaining the ISO 18788 requirements, attested by the findings of the auditor from Intertek, who visited us at the end of May. The findings demonstrate a good understanding of the requirements and a culture of continuous improvement. Please keep this spirit up. However, we need to implement the observations the auditor made to ensure that we stay on track. Let's do this together.

Lastly, I would like to reiterate the need to continuously assess the mental state of our officers as we deploy on supervise on a daily basis. We have witnessed some sporadic shootings in Uganda, from serving officers in disciplined forces, to armed security guards from private security companies. In addition to offering counseling, we need to make quick assessment of the state of each officer before arming them for duty.

Yours team leader

Eric Sambu

▶ Management Team in Zanzibar



The management team was in Zanzibar on a retreat and to visit staff there and the customers. They also had a meeting with the union (ZAFICOWU) to discuss the impact of minimum wage on the sector, especially the big players who are fully compliant. Below is a joint picture taken at Blue Bay Resort.



▶ SGA Tanzania's ISO 18788 Recertified for another three years.

We received the auditor from Intertek from Belgium, and he began the audit on May 29th, and completed on June 2nd. After the audit that was detailed, the verdict is that we have maintained a good system and he recommended that the system be recertified for another three years. We have already received the new certificate.



This is to certify that the management system of:

SGA SECURITY (T) LIMITED

Main Site: Sga Security, Plot 12, Mwai Kibaki Road. P.O.Box 9390, Dar Es Salaam, Tanzania

has been registered by Intertek as conforming to the requirements of:

ISO 18788:2015

Security Operations Management System of Private Security Company is applicable to:

Management of the Armed and man guarding, Cash in transit, Electronic security solutions, Alarm and response, Courier services and tracking technology.

Certificate Number:
191106
Initial Certification Date:
25 June 2020
Date of Certification Decision:
02 June 2023
Issuing Date:
02 June 2023
Valid Until:
24 June 2026



intertek

014

Calin Moldovean
President, Business Assurance

Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8ZF



Intertek Certification Limited is a UKAS accredited body under schedule of accreditation no. 014.

In the issuance of this certificate, Intertek assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organisation maintaining their system in accordance with Intertek's requirements for systems certification. Validity may be confirmed via email at certificate.validation@intertek.com or by scanning the code to the right with a smartphone. The certificate remains the property of Intertek, to whom it must be returned upon request.



▶ New Office

We have extended our office to city centre, Dar es Salaam. It will host our Clearing and Forwarding services and Wakala support services for the main banks. The location is where Citibank used to operate from.



SECURITY MATTERS

► Mbeya Team

The team in Mbeya, led by Zonal Coordinator, Richard Moshi, continues to push for more business. They made a deployment of guards in a new premium site – Lupa – in May.



SGA Participated in Mbeya City Expo

SGA stand received over 400 guests who signed our visitors' book in the recently concluded Mbeya City Expo. Already, many expressed interest in SGA security services and now some have already received services with surveys conducted in many other sites.



CIT Team

The team got awareness training on the Cybersecurity and information policies of SGA during one of the parade. This was led by the ICT Manager, Mr. Faraji Hussein.



MOSHI Team

ICT Manager also visited Arusha and Moshi for systems check and awareness training to staff in those areas.



FC Visit to Mwanza and Geita

Jonathan Geleta visited Mwanza and Geita offices in May. Part of the mission was to align with the customer – GGM – on some of the issues which were pending. He spent time with the teams on the ground and clarified a range of issues to them. He was joined by HRM, Mr Ebenezer Kaale, in Mwanza.



▶ HRM Visit to Geita

As part of the role of checking on all employees, HRM visited GGM site where SGA has about 700 guards. He met different shifts and discussed their issues. Below are the pictures with different teams during parades.



Ebenezer Kaale (right) sharing a light moment with the MD of GGM, Mr. Terry Strong, as Mr. Axman (centre), the firearm specialist, looks on. The meeting was discussing GGM values.



Police Inspection

As part of routine checks on private security companies, SGA Security was inspected by Tanzania Police Force on 19th May 2023. The team was led by 1. ACP. Ally S. Wendo, Kinondoni Community Police head, and OC CID Kawe, ACP Wawa. Finally, the visit Leader ACP Ally Wendo appreciated all he witnessed during his visit, he applauded SGA Security on many matters, but Club-20 Initiative was the most eye catching, he requested to grace the next in boarding of the next new members to the Club. He promised a close working relationship with SAG that has been cordially shared between the stakeholders since time immemorial.



Inspection meeting session at SGA Boardroom Chaired by Training Manager

SGA Security Tanzania Financial Controller leading other SGA Staffs in a Joint Photo with ACP Ally Wendo after the completion of the Inspection exercise

SGA Is a proud ambassador of safety at workplace, ACP Wendo going through a normal safety compliace procedure from our Guard G.15173 Mwamvita Matiku



DODOMA Team

Zonal Coordinator, Njopilay Millinga, led other staff in conducting a parade to award the security staff manning the International Airport under construction in the capital, Dodoma. The security team had managed to make arrest and recover stolen items. The representative of the customer was also present during the event.



Insurance Due Diligence Visit



As part of risk management, the insurer of our CIT service sent a representative to review SGA operations. The auditor, Mr Neil Boffey of Lowers & Associates, was accompanied by Group Chief Commercial Officer, Mr. Jackson Mbutia, in the visit to Dar es Salaam on 18th May 2023



SECURITY MATTERS

THE LOUNGE

How smart security solutions are transforming real estate

by Milliam Murigi
@milliamur1

We have seen real estate developers integrating new technologies to secure their properties. How is this affecting the security sector and how is technology changing the security industry?

Security is one of the key factors one considers when looking for a home. It is for this reason that you see real estate companies pushing for electric fences, security alarms and even proximity to a police post when they are advertising their developments. This emphasises how important security is to homeowners. While having an electric fence, access gates and capable security guards to guard your property are some important measures to take; they are not enough, because they can easily be compromised. Today, technology is revolutionising many sectors, the security sector included. Technological innovations in security are proving to provide assured security with little chance of compromise, giving developers and homeowners peace of mind. Additionally, today, we are seeing advancements in artificial intelligence taking over many industries. In the security industry, it has allowed innovations that keep unauthorised persons away, without having to call security personnel to send them away.

What are some of the ways one can improve their building security using technology?

We can never overstate the importance of security guards. Yes, there is technology, but the first point of contact is always a security guard who is most probably standing at a gate. But at the gate, rather than the security guard being armed with a *rungu*, we have technology that enables the security guard to confirm authorised persons, as well as monitor different sections of the building from a mobile device. We have the closed-circuit television (CCTVs). With CCTVs, you are able to monitor the building from different angles, depending on where you set up the device and the range that your device can pick. Rather than have the guards patrol the building at all times, you have the guard stationed somewhere where they can monitor the building from a control room. For entrances, rather than have the traditional locks, developers can invest in smart locks. These are locks designed to lock and unlock the doors without a key, only the authentication of authorised personnel. These are not only convenient, because you do not have to carry your keys everywhere, but they also enhance the security of your building because no one can duplicate the authentication, unlike keys that can be stolen and duplicates made.

How is technology making buildings safer and more secure?

Technology is making buildings safer by increasing the risks involved for intruders. Before a building is attacked, the intruders have most probably studied the building and have weighed the risk involved versus the rewards they will receive should they

Ever-increasing vulnerabilities to crime and consistent technological advances have led to a surge in the global demand for smart buildings. Largely driven by the security requirements of the occupants, the demand for home automation will continue to grow, as security expert Jackson Mbutia explains

access the building. The more security measures you put in place, the more unlikely you will face intrusion. Technology alerts you wherever you

are about an intrusion, and you are able to raise alarm to the relevant authorities in good time. Today we have technological advancements, such as motion sensors and facial recognition in enhancing security of buildings. With a motion sensor, one is able to detect any form of movement and raise an alarm alerting the homeowner of a possible intrusion.

Facial recognition uses biometric technology to confirm the identity of an individual before being allowed in a building. Without technology, it would be difficult to trace an intruder who got access to your building, and it would be



MBUTHIA

The advent of the internet and advancements in technology resulting in the ability for the security systems to be connected to data networks, also means that geography is no longer a limiting factor.

extremely easy for anyone to get access to any building.

Where is the private security sector headed, in a more technological and globalised world?

Whereas historically private security companies were known to only provide security guards, incorporating technology is allowing these companies to improve their product offering and expand the solutions available to protect their customers. The advent of the internet and advancements in technology resulting in the ability for the security systems to be connected to data networks also means that geography is no longer a limiting factor. Private security players that will embrace technology in the deployment of their security services and solutions can now serve multiple sites spread all over the globe whilst being monitored on the same network.

Are there new opportunities that will emerge, because of adoption of technology for this sector?

And should we expect to see more women join the industry now, because of technological advancements?

As it is currently, more and more women are joining the security industry. This is because security is no longer about muscle, but more of intelligence. Gone are the days when those in the security industry are school dropouts or people who did not perform well in school. With the advancement of technology, we expect more women to be interested in the sector. At our firm Security Group Africa (SGA) Kenya, where I work as Chief Commercial Officer, for example, our recruiter is a woman. This shows that the security industry is no longer a male dominated domain, and we have to create a conducive environment that will ensure more and more women join the sector.



SGA Security Dodoma sales executive explained services we offer to one of the ministers who visited SGA Stand on exhibition in the Parliament grounds.

May Day

SGA Security celebrated May Day with the government by being part of the procession during functions at different locations. The national event was marked in Morogoro. However, each region had smaller function, which SGA fully participated in. SGA was awarded the trophy for being the best company on display in Arusha. SGA was also commended in various places including Dodoma, Mwanza and Mbeya. Below are various pictures of SGA team in action on different locations.



Bunge Expo

On Monday of 15th May 2023, SGA security Tanzania Limited Dodoma branch, invited to the meeting of ministry of information, communications, and information technology for preparation of exhibition in the Parliament grounds.

The meeting which was held in the ministry secretary's office participated with all ministry stake holder like, TBC, TCRA, POSTA, TTCL, ICT, TSN and SGA.

The aim of exhibition was to show to the member of parliament all activities and services which provided by the ministry stake holders.

The exhibition took only three days from 17th May 2023 to 19th May 2023.

Participants in this exhibition were TBC, TCRA, POSTA, AIRTEL, HALOTEL, TTCL, ICT, TSN, VODACOM, TIGO, DSTV and SGA security as the only security company in the ground. SGA Security invited to this exhibition because we have courier services. It was the opportunity to SGA security via courier to penetrate this exhibition to get more coverage as a part of bringing awareness to the people in the country via parliamentary members as they come from all over the country.

SGA Security presented by our sales executive Moinane Kone, courier officer Fredric Mduma, one security guard for displaying Zaituni Stephano and Central Zone Coordinator Njopilay Millinga.

Among of figure heads visited to you place was, Speaker of Tanzania parliament honorable Tulia Axon, Minister of information, communications, and information technology honorable Nape M. Nauye as host minister, different ministers, and different members of parliament. They also signed our visits book and left their contact details.

It this exhibition, we explained to all who were interested to know all services we offer in and outside the country, most of them know SGA security for only guarding and CIT as we have big coverage in those services. So, we took this opportunity to explain more about SGA Security and all services we offer, they were very interested and took our brochures on which we attached with our business cards for more communication details in case they want service or any more explanations on services we offer. In this exhibition we have succeeded to sale one tracking device to the vehicle of one member of parliament honorable Saashisha E. Mafuele.

The following are pictures to show our participation in this exhibition.



Central zone Coordinator Njopilay Millinga handing over SGA security notebook to Madam Speaker of Tanzania Parliament honorable Dr. Tulia Axon.



Sales Executive Moinane Kone and Security office Zaituni Stephano

► Vyakula 16 Vinavyoongeza Kinga Ya Mwili

Watu wengi tumekuwa tukijiuliza kinga ya mwili ni kitu gani na je ni nini tufanye ili kuiongeza hiyo kinga ndani ya miili yetu. Suala la kuimari-sha na kuiongeza kinga ya mwili linapaswa kuwa ni jambo endelevu la kila siku.

Hakuna dawa au chakula cha kula siku moja na kuponya tatizo la kushuka kinga ya mwili milele. Kinga ya mwili huongezeka ama kupungua kila siku kutegemea na umekula nini, umekunywa nini au hali ya ubongo wako kwa ujumla ipoje kwa siku hiyo, mathalani kama umeshinda una hasira hasira tu kutwa nzima lazima na kinga yako itapungua.

Mwili ulibuniwa na Mungu uweze kujitibu wenyewe bila kuhitaji DAWA YOYOTE. Ulivyo ni vile unavyokula na kunywa. Shida ni kuwa watu wengi hatujuwi tule nini kwa ajili ya nini, mara nyingi tunakula ili tushibe.

Fanya chakula kiwe ndiyo dawa zako na dawa zako ziwe ni chakula unachokula. Kinga yako inapokuwa na nguvu na ya kutosha huwezi kuugua ugonjwa wowote kirahisira-ahisi.

Vifuatavyo ni vyakula na mitishamba 16 inayoweza kukusaidia kuongeza kinga ya Mwili wako

Vyakula vinavyoongeza Kinga ya mwili

1. MTINDI (yoghurt)

Hutengenezwa kwa kutumia maziwa ya ng'ombe na kimea, hupatikana kwa ladha mbalimbali kulingana na matakwa yako, yogati pengine ndio chakula kinachoongoza kwa kuogeza kinga ya mwili wako

2. MATUNDA

Yanapatikana sehemu yoyote duni-ani kwa bei unazozimudu, katika mlo wako wowote jitahidi usiache kujumuisha angalau tunda la aina moja. Kwa mujibu wa wataalamu wa afya, mtu asiyekula matunda ana hatari kubwa zaidi ya kupata magonjwa zaidi ya mlaji wa matunda.

Unaweza kuamua pia moja ya mlo wako katika siku kama ni wa jioni au wa mchana au wa asubuhi uwe ni matunda tu na si kitu kingine zaidi. Jaza kwenye sahani yako ndizi, embe, papai, nanasi, tikiti maji, parachichi nk, sahani iwe na matunda tu kula hadi ushibe matunda tu.

3. Tui la Nazi:

Nazi ikiliwa na binadamu hugeza aina hizo za mafuta kuwa tindikali ambayo kitaalamu huitwa 'medium chain fatty acids' au kwa kifupi (MCFA's) ambazo huwa na uwezo wa kuiimarisha kinga ya mwili na hivyo kuupa mwili uwezo wa kuyashinda maradhi mbalimbali.

Matumizi ya nazi kama tiba ya kuimarisha kinga ya mwili duniani yalishika kasi mwaka 1990 mara baada ya mtafiti wa tiba kutoka Iceland, Bw. Halldor Thormar, kubaini maajabu ya tiba hii. Waathirika wa UKIMWI toka sehemu mbalimbali duniani walio-tumia nazi walitoa ushuhuda wao wa namna walivyopata nafuu mara baada ya kutumia nazi kama tiba.

Dozi yake ni rahisi, kunywaji glasi nne za tui la nazi kila siku kwa muda wa kati ya miezi mitatu hadi minne, huweza kuondoa maradhi yote yanayosababishwa na kupungua kwa kinga ya mwili na pia hung'ari

sha ngozi na kuifanya kuwa nyororo

Kula nazi kwa wingi kadiri uweza-vyo, kama kinga yako imepunguwa basi anza kunywa tui la nazi glasi nne kwa siku na utaona maajabu ndani ya miezi mitatu tu. Kama tayari una vidonda visivyopona basi paka mafuta ya nazi utokapo kuoga, na matokeo utayaona bayana.

4. VITUNGUU SWAUMU

Hupatikana kwa wingi Tanzania! Japokuwa vitunguu swaumu vimekuwa vikitumika sana kwa ajili ya matibabu ya magonjwa mbalimbali toka enzi za mababu, wataalamu wameshauri pia vitunguu hivi ni chanzo muhimu kwa kinga ya binadamu. Lakini ili upate faida zaidi za kitunguu swaumu utatakiwa ukimeze katika maji kikiwa kibichi, yaani bila kupitishwa katika moto au kuwa kimepikwa.

Chukuwa kitunguu swaumu kimoja, Kigawanyishe katika punje punje, chukua punje 6 hivi, Menya punje moja baada ya nyingine. Kisha vikatekate (chop) vipande vidogo vidogo na kisu, Meza kama unavyomeza dawa na maji vikombe 2 kila unapoenda kulala au fanya kutwa mara 2.

5. Mlonge:

Mlonge au Moringa oleifera kwa kiingereza umekuwa ukijulikana kama mti wa miujiza kwa karne nyingi katika baadhi ya nchi za Afrika, Asia na katika nchi za Caribbean. Mti huu umeripotiwa kutibu zaidi ya magonjwa 300 ikiwemo magonjwa mbalimbali sugu.

Karibu kila sehemu ya mti huu hutumika kama dawa. Majani ya mlonge yanaweza kutafunwa mabi

chi, yaliyochemshwa kama mboga au yaliyokaushwa na kusagwa kuwa unga. Unga wa mlonge unaweza kuhifadhiwa kwa miezi kadhaa bila kupoteza ubora na faida zake za kiafya.

Karibu kila sehemu ya mti huu hutumika kama dawa. Majani ya mlonge yanaweza kutafunwa mabichi, yaliyochemshwa kama mboga au yaliyokaushwa na kusagwa kuwa unga. Unga wa mlonge unaweza kuhifadhiwa kwa miezi kadhaa bila kupoteza ubora na faida zake za kiafya.

Mbegu za mlonge zimekuwa dili kubwa duniani kwa sasa, zinahitajika kwa kiasi kikubwa katika nchi ya Marekani na China na kwa mjibu wa taarifa ni kuwa zinazauzwa mpaka shilingi 45000 ya Tanzania kwa gramu 500. Walikuja pia wachina kuzinunua kwa wingi na walipokuwepo hapa Tanzania bei ya mbegu za mlonge ilifika mpaka 11000 kwa kg kwa bei ya jumla yaani kwa anayechukua kg 100 au 500 au 1000 na kwenda juu.

Taarifa zisizo rasmi zinadai Wachina hawa walikimbia nchini baada ya serikali kuanza kufuatilia na kuwakamata wakwepaji kodi bandarini. Isingekuwa hivi mpaka leo mlonge ungekuwa umeshatoweka wote Tanzania.

Faida za mlonge zimeandikwa na majarida ya afya na lishe kadhaa duniani. Kile ulikuwa hujwi ni kuwa viwanda na makampuni mengi ya dawa za hospitalini yamekuwa yakitumia virutubishi vilivyo mo kwenye mti huu kutengenezea madawa kwa ajili ya binadamu na wanyama

MLONGE UNA:

*Kalsiamu mara 17 zaidi ya ile ya maziwa ya ng'ombe

*Potasiamu mara 15 zaidi ya ile ya kwenye ndizi

*Una vitamini A mara 10 zaidi ya ile ya kwenye karoti

*Una protini nyingi mara 9 zaidi ya ile ya kwenye mtindi (Yogurt)

*Una Klorofili (kemikali ya rangi ya kijani ipatikanayo katika mimea) mara 4 zaidi ya ile ya kwenye nyasi au majani ya ngano (wheatgrass)

*Una madini chuma (iron) mara 25 zaidi ya yale ya kwenye Spinach

*Una vitamini A mpaka Z,

*Una Omega 3, 6, na 9

*Una asidi amino zile mhimu zaidi zinazohitajika na mwili

*Una kiasi cha kutosha cha madini ya Zinc ambayo ni madini mhimu katika kuongeza homoni za kiume na nguvu za kiume kwa ujumla

MLONGE NDICHO CHAKULA CHENYE AFYA ZAIDI KULIKO CHAKULA KINGINE CHOCHOTE JUU YA ARDHI;

6. Asali yenye Mdalasini

Asali ni dawa kwa kila ugonjwa, zingatia tu unapata asali mbichi na nzuri ya asili kwani endapo utauziwa asali iliyochakachuliwa kuna hatari ya kuharibu afya yako zaidi. Katika kila lita moja ya asali ongeza vijiko vikubwa vya chakula 8 vya unga wa mdalasini na uchanganye vizuri kisha lamba kijiko kimoja cha chakula cha mchanganyiko huo kila siku kutwa mara tatu kwa mwezi mmoja hivi kinga yako ya mwili itarudi katika hali yake nzuri.

7. UYOGA:

Usishangae! Ndio.. hiki ni moja ya vyakula muhimu zaidi kuimarisha afya yako kwani huchangia kiasi kikubwa kuimarisha seli nyeupe za damu zinazofanya kazi ya kupambana na magonjwa mbalimbali!

8. SUPU YA KUKU:

Wengi watahisi ni gharama lakini si

kubwa kuzidi gharama ya kumuona daktari! Unywaji wa supu ya kuku ya moto husaidia kuzuia kupungua kwa seli nyeupe za damu vilevile hupunguza uwezekano wa kupata matatizo yanayohusiana na mapafu na mfumo wa hewa kiujumla!

Mhimu ni kuwa supu hii ya kuku hakikisha ni ya kuku wa kienyeji tu.

8. Mafuta ya habbat soda

Unaweza kutumia mafuta ya habbat soda kuimarisha kinga yako ya mwili kwa ujumla na hivyo kuongeza ulinzi wa mwili wako dhidi ya magonjwa mbalimbali ikiwemo dhidi ya bakteria na virusi. Mafuta ya habbat soda ndiyo bidhaa pekee ya asili iwezayo kuimarisha kinga yako ya mwili kwa muda mfupi.

Ukiacha hili la kuongeza kinga ya mwili, Habbat soda ni dawa kwa kila ugonjwa isipokuwa kifo.

9. Ubuyu:

Pata kikombe kimoja cha juisi ya ubuyu kila siku (kumbuka uwe ubuyu halisi). Ubuyu una vitamini C nyingi zaidi kuliko ile ipatikanayo kwenye machungwa au maembe. Unga wa ubuyu unaelezwa kuwa na vitamini na madini mengi kuliko matunda mengine yoyote unayoyajuwa.

1. Inaelezwa kuwa unga wa ubuyu una vitamini C nyingi mara 6 zaidi ya ile inayopatikana katika machungwa.

2. Ubuyu una kiwango kingi cha madini ya Kashiama (Calcium) mara 2 zaidi ya maziwa ya ng'ombe, pia madini mengine yapatikanayo katika ubuyu ni pamoja na madini ya Chuma, Magnesiamu na Potasiamu ambayo ni mara 6 zaidi ya ile potasiamu ipatikanayo katika ndizi!

3. Husaidia kujenga neva za faha -

mu mwilini

4. Ina virutubisho vya kulinda mwili

5. Ubuyu una vitamini B3 na B2 ambayo ni muhimu katika kuondoa sumu mwilini na umeng'enyaji wa madini ya chuma, kimsingi vyakula vyenye afya zaidi kwa ajili ya mwili ya binadamu huwa pia huwa na vitamin B2.

6. Unaongeza kinga ya mwili sababu ya kuwa na kiasi kingi cha vitamini C

7. Huongeza nuru ya macho

8. Husaidia kuzuia kuharisha na kutapika

9. Ina magnesiam ambayo husaidia kujenga mifupa na meno

10. Husaidia wenye presha ya kushuka na wenye matatizo ya figo

Unywe kiasi gani? Jipatie kikombe kimoja cha juisi ya ubuyu kila siku hasa usiku na baada ya wiki kadhaa utaona matokeo yake mwilini.

Ili upate faida za juisi ya ubuyu, zinazoelezwa hapa, lazima upate ule ubuyu halisi (mweupe) usiochanganywa na kitu kingine cha kuongeza ladha au rangi.

11. VIAZI VITAMU(mbatata):

Unaweza kuhisi ngozi sio sehemu ya muhimu katika kinga ya binadamu lakini ukweli ni kwamba ngozi ni sehemu ya muhimu sana kwa mwili wa binadamu. Kwa kinga kamili ya mwili wa binadamu tunahitaji Vitamin A ambayo hupatikana kwa wingi kwenye viazi vitamu

12. KAROTI:

Karoti zina ziada kubwa ya vitamin pengine kuliko tunda lolote lile hivyo jitahidi kujumuisha karoti kama kiungo kwenye chakula au unaweza kuitafuna ikiwa mbichi!

13. SAMAKI:

Husaidia seli nyeupe kuzalisha ctokins zinatoshika kuzuia baadhi ya magonjwa yanayosababishwa na virusi hasa yale yanayohusiana na mfumo wa hewa nk.

14. MATIKITI:

Wengi Hudharau lakini tunda hili ni muhimu sana katika afya ya kila siku ya binadamu kwani husaidia kuongeza kiasi cha maji mwilini, madini chuma na kuimarisha seli nyeupe za damu.

Tunda linasaidia kuwa na uwezo mkubwa wa kuimalika kwa misuli na mfumo wa fahamu kufanya kazi zake vizuri na kuondoa katika hatari ya kupata shinikizo la damu.

Faida 13 za tikiti maji kiafya

- Asilimia 92 yake ni maji
- Vitamini A ndani yake huboresha afya ya macho
- Vitamini C ndani yake huimarisha kinga ya mwili,
- Huponya majeraha,
- Hukinga uharibifu wa seli
- Huboresha afya ya meno na fizi
- Vitamini B6 husaidia ubongo kufanya kazi vema
- Hubadilisha protin kuwa nishati
- Chanzo cha madini ya potasiamu
- Husaidia kushusha na kuponya shinikizo la damu
- Hurahisisha mtiririko wa damu mwilini
- Huondoa sumu mwilini
- Huongeza nguvu za kiume hasa ukila pamoja na mbegu zak

15. MAJI YA KUNYWA:

Kama kuna Kitu cha kwanza kwa uhai wa binadamu basi ni maji. Bila kunywa maji ya kutosha bado utakuwa katika hatari ya kupata magonjwa mbalimbali. Angalau glasi 8 hadi 10 za maji kwa siku ni muhimu kwa afya yako!

Kila mtu ana kiasi cha maji anahitaji kunywa kila siku kwa mjibu wa

uzito wake.

16. MBEGU ZA MABOGA:

Mbegu za maboga pia zina kiasi kingi cha madini ya Zinki (Zinc). Madini haya yana faida lukuki mwilini, ikiwa ni pamoja na kuimarisha kinga ya mwili, kuboresha ukuaji na uundaji wa chembechembe hai za mwili, kuboresha usingizi, kuboresha ladha mdomoni na harufu, huboresha afya ya macho na ngozi, hurekebisha sukari na huboresha nguvu za kiume pia.

Upungufu wa madini ya Zinc mwilini una uhusiano mkubwa sana na matatizo ya kuzaa watoto njiti, kuota chunusi nyingi mwilini, watoto kuwa na uwezo mdogo darasani kimasomo na matatizo mengine mengi ya kimwili na kiakili.

Namna nzuri ya kula mbegu za maboga:

Unaweza kula zikiwa kavu na ndiyo utapata faida nyingi zaidi ingawa mimi napenda kuzikaanga kidogo kama dakika 15 hivi na huwa nazichanganya na maji ya chumvi ya mawe ya baharini kidogo kwa mbali ili kupata radha.

Unahitaji ujazo wa kiganja kimoja cha mkono wako cha mbegu za maboga kwa siku ujazo wa kama nusu kikombe cha chai hivi kwa siku.

Vitu vinavyoharibu na kushusha kinga ya mwili

1. Msongo wa mawazo (stress)
2. Vilevi vyote
3. Lishe duni (chakula kichache)
4. Kutokufanya mazoezi ya viungo
5. Kutumia dawa za kupunguza maumivu kila mara bila ushauri wa kitaalamu

Jali afya yako.....

The Elderly

"We were born in the 40-50-60."

"We grew up in the 50-60-70's."

"We studied in the 60-70-80."

"We were dating in the 70-80-90's."

"We got married and discovered the world in the 70-80-90's."

We venture into the 80-90.

We stabilize in the 2000s.

"We got wiser in the 2010s."

And we are going firmly through 2020.

"Turns out we've lived through EIGHT different decades..."

"TWO different centuries..."

TWO different millennia...

"We have gone from the telephone with an operator for long-distance calls to video calls to anywhere in the world, we have gone from slides to YouTube, from vinyl records to online music, from handwritten letters to email and WhatsApp."

"From live matches on the radio, to black and white TV, and then to HD TV."

We went to the Video Club and now we watch Netflix.

"We got to know the first computers, punched cards, diskettes and now we have gigabytes and megabytes in hand on our cell phones or iPad."

We wear shorts throughout our childhood and then long pants, oxfords, Bermuda shorts, etc.

"We dodged infantile paralysis, meningitis, H1N1 flu and now COVID-19."

We rode skates, tricycles, invented cars, bicycles, mopeds, gasoline or diesel cars and now we ride hybrids or 100% electric.

"Yes, we've been through a lot but what a great life we've had!"

They could describe us as "exennials"; people who were born in that world of the fifties, who had an analog childhood and a digital adulthood.

"We're kind of Yaheseen-it-all."

Our generation has literally lived through and witnessed more than any other in every dimension of life.

It is our generation that has literally adapted to "CHANGE".

A big round of applause to all the members of a very special generation, which will be UNIQUE." A precious and very true message that I received from a friend.

~~XX~~*TIME DOES NOT STOP*

_ "Life is a task that we brought ourselves to do at home._

When you look... it's already six in the afternoon; when you look... it's already Friday; when one looks... the month is over, when one looks... the year is over; when one looks... 50, 60 and 70 years have passed!

When you look... we no longer know where our friends are.

When you look... we lost the love of our life and now, it's too late to go back.

Do not stop doing something you like due to lack of time. Do not stop having someone by your side, because your children will soon not be yours, and you will have to do something with that remaining time, where the only thing that we are going to miss will be the space that can only be enjoyed with the usual friends. That time that, unfortunately, never returns..."_

The day is today!

5 lessons from book "Psychology of money"

1. Time is a crucial factor in wealth accumulation: One of the key lessons in the book is that the longer you invest your money, the greater the potential returns you can earn. Housel emphasizes that being patient and investing consistently over time is one of the best ways to build wealth.
2. Behavioral biases can hurt our finances: Housel explains that people often make irrational decisions when it comes to money, such as letting emotions like fear and greed influence investment choices. By understanding these biases, investors can avoid common mistakes and make better decisions.
3. Financial success is not just about making more money: Housel argues that financial success is not only about earning more money but also about managing it wisely. He points out that people who make a habit of saving, budgeting, and avoiding debt can achieve financial security and happiness even on modest incomes.
4. Good financial habits require discipline and self-control: The book emphasizes that good financial habits require discipline and self-control. Housel suggests that developing these skills is essential for people who want to make smart financial decisions and avoid common mistakes like overspending and impulse buying.
5. The role of luck in financial success: Housel emphasizes that luck plays a significant role in determining financial outcomes, and that people who acknowledge this fact are more likely to make better financial decisions. He encourages readers to focus on what they can control, such as their savings habits and investment choices, rather than obsessing over things beyond their control.

Falsafa:

Changamoto kwa wanadamu ndicho kitu pekee kinawatofautisha wanadamu na wanyama wengine bila kusahau binadamu ana element za mnyama.

Wanyama hawaoni changamoto ndio maana hawawezi kupiga hatua kwa kufanya uvumbuzi wa kupambana na kutatua changamoto zao kwa kutengeneza suluhisho mfano wananyeshewa na mvua hawana uwezo wa kufikiria kujenga nyumba ni lazima wafanyiwe.

Changamoto ni sehemu ya maisha ya kawaida ya kila siku. Siku changamoto zitakwisha ndipo Dunia itakuwa imefikia mwisho.

Changamoto ndicho kitu pekee kimemfanya mwanadamu kupiga hatua za kimaendeleo. Kwa hiyo kwenye lugha nyingine changamoto ndio mlango wa kuingilia kwenye fursa. Kuzikimbia changamoto ni kuzikimbia fursa.

Mwenye uwezo wa kuona fursa ndani ya changamoto ndio ambaye atapiga hatua kuliko wengine. Utajiri ni uwezo wa kutengeneza suluhisho za changamoto na hizo suluhisho watu wengine wanazilipia ili kutatua changamoto.

Mtu mjinga ni yule mwenye uwezo wa kuona fursa kidogo sana ndani ya changamoto lkn baadaye anaweza kuongeza uwezo wa ukubwa wa kuona fursa. Mtu mpumbavu tofauti yake na wanyama wa pori na wanyama wa kufungwa ni ndogo sana maana uwezo wake wa kuona fursa kwenye changamoto ni finyu sana. Wazungu wanatufanisha sisi watu weusi na wanyama haswa nyani sio kwa ajili ya rangi yetu ila kwa ajili ya uwezo wetu mdogo wa kuona fursa kwenye changamoto mfano Africa ni bara lenye watu masikini lkn ni bara lenye rasilimali nyingi sana ambazo watu wake hawana uwezo wa kuzigeuza kuwa thamani mpaka kutegemea watu kutoka sehemu nyingi wengi wakiwa hao weupe.

Kwa Sasa Dunia imefikia wkt waonaji wa fursa ndani ya changamoto kuwa wengi baada ya

kukua Kwa maarifa ya kitekinogia na maarifa ya uwezo wa mwanadamu kujitambua na kujua jinsi mwili wake unafanya kazi.

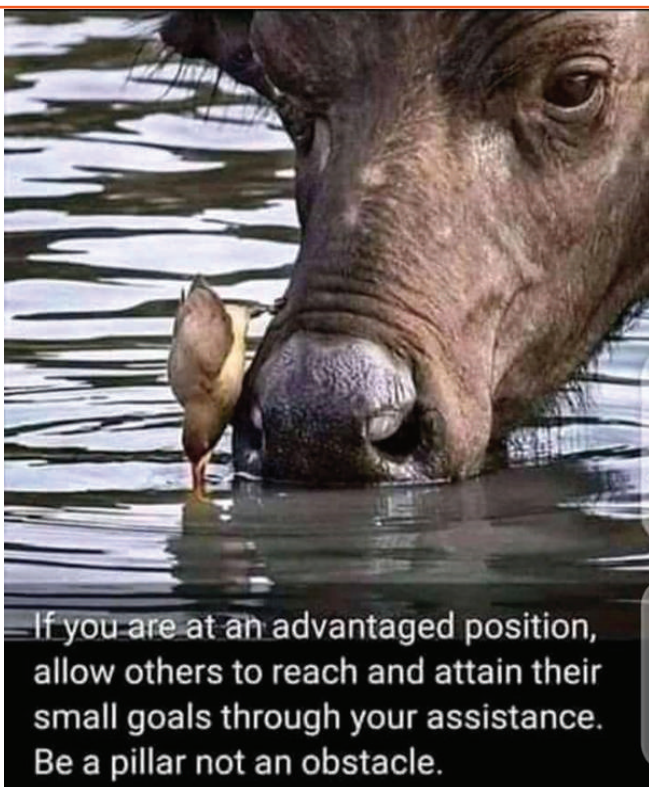
Kwa kuwa uwezo wa mwanadamu kuona fursa imekuwa mkubwa Sasa Kuna watu wanatengeneza changamoto makusudi wakati wameshatengeneza suluhisho zake ambazo kwao zinakuwa fursa mfano watu wanatengeneza vimelea vya wadudu ambao wanaweza kuwa wa kudhuru binadamu na wananyama au vimelea vya wadudu vya kudhuru Mifumo ya computer (viruses) lkn wkt huohuo wanakuwa wameshatengeza dawa za kutibu au dawa za kuzuia(antivirus)

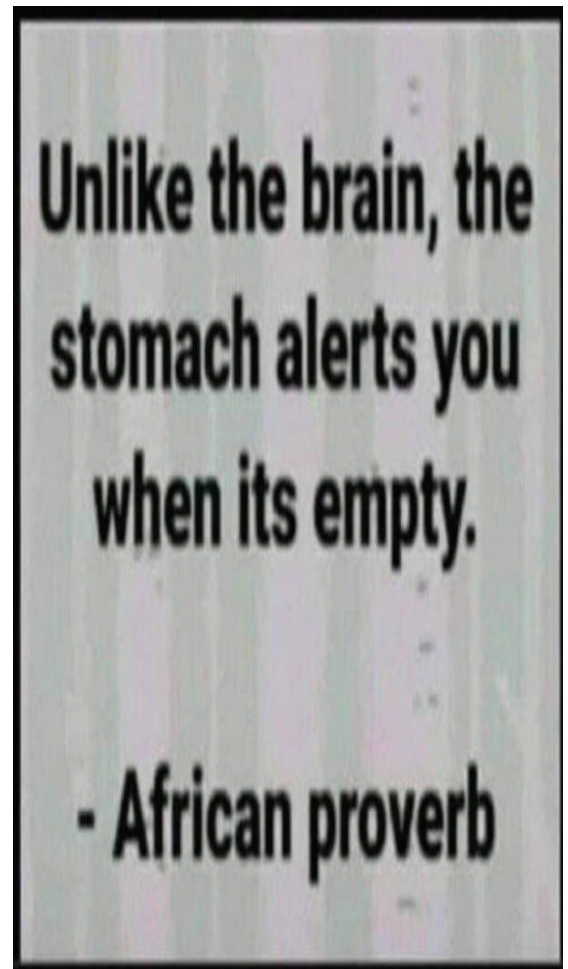
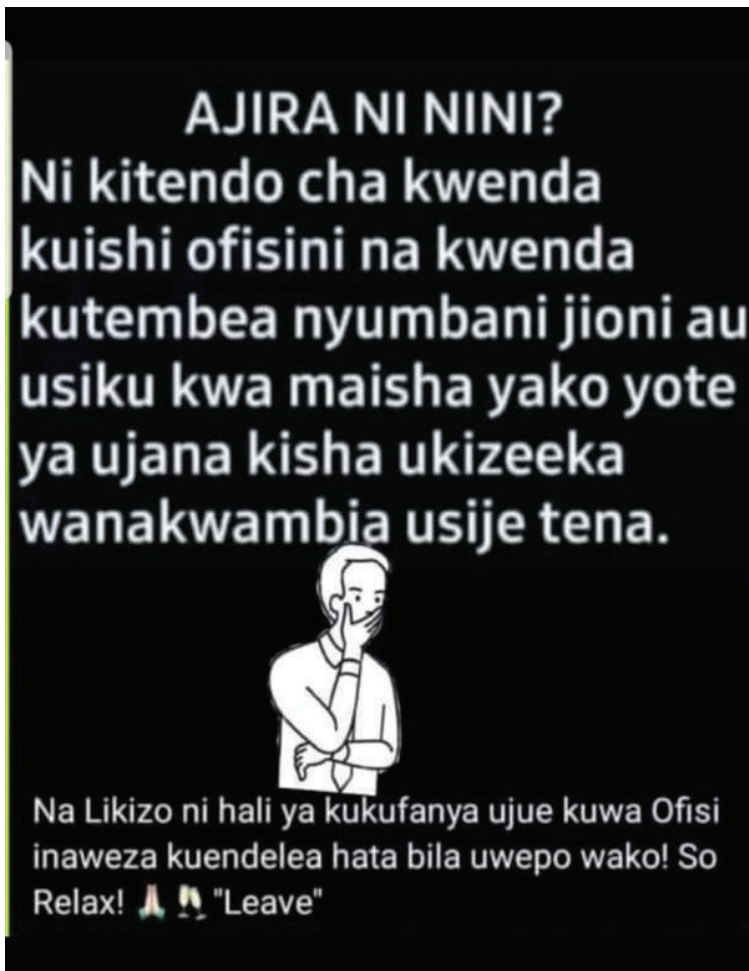
Football letu halina udhibiti na bado sio fani rasmi sana ambayo Mifumo yetu ya kinchi inalitambua na kutengeneza sera, kanuni na miongozo ya kulisimamia kama zilivyo fani zingine za udaktari, uhasibu, uchumi, ufamasia, ualimu, uhandisi na fani nyingine nyingi zinazotambaliwa rasmi Kwa kuweka Mifumo rasmi ya mafunzo Kwa kuwa na mitaala ambayo inaanzia ktk shule za awali na baadaye kuweka mamalaka ya kudhibiti, mfano uwezi kutoka huko ukawa Daktari, mhandisi, Mwanasheria bila kutambulika.

Huwezi kufugua duka la dawa au ofisi za uhandisi au kujenga hospital au kujenga ghorofa bila kupata kibali hii ndio maana ya udhiti. Madhaifu haya yanapelekea watu wahuni kutengeneza changamoto za makusudi wakiwa wameshaanda suluhisho na kujinufaisha bila wengi kutambua wanaonekena mashajaa wakati wao ndio waharibufu.

Suala la Fei Toto na masuala mengine mengi ktk football letu ni changamoto ambazo zinatengenezwa na wahuni wachache ili baadaye kujinufaisha na hii ni mapungufu ya udhibiti ambao nimejaribu kueleza hapo juu kwa ufupi ila unaweza tengeneza kitabu Cha kurasa 400 kuelezea. Suala la Fei litakwenda litakwisha kama yalivyo mambo mengine ktk maisha hakuna chenye chanzo kikakosa mwisho lkn wahanga wa sakata hili ni Yanga kwa kukosa huduma ya mchezaji wao mzuri lkn Fei mwenyewe ni mhanga maana kipaji chake kinatumika na wahuni kutengeneza pesa bila yeye kujua.

Jambo baya zaidi hizi changamoto za kipumbu bu bado zitaendelea kujitokeza maana hiyo gap ipo.





► The Cockroach Theory

The cockroach theory for self-development

At a restaurant, a cockroach suddenly flew from somewhere and sat on a lady.

She started screaming out of fear.

With a panic-stricken face and trembling voice, she started jumping, with both her hands desperately trying to get rid of the cockroach.

Her reaction was contagious, as everyone in her group also got panicky.

The lady finally managed to push the cockroach away but ...it landed on another lady in the group.

Now, it was the turn of the other lady in the group to continue the drama.

The waiter rushed forward to their rescue.

In the relay of throwing, the cockroach next fell upon the waiter.

The waiter stood firm, composed himself and observed the behaviour of the cockroach on his shirt.

When he was confident enough, he grabbed it with his fingers and threw it out of the restaurant.

Sipping my coffee and watching the amusement, the antenna of my mind picked up a few thoughts and started wondering, was the cockroach responsible for their histrionic behaviour?

If so, then why was the waiter not disturbed? He handled it near to perfection, without any chaos.

It is not the cockroach, but the inability of those people to handle the disturbance caused by the cockroach, that disturbed the ladies.

I realized that it is not the shouting of my father or my boss or my wife that disturbs me, but it's my inability to handle the disturbances

caused by their shouting that disturbs me.

It's not the traffic jams on the road that disturbs me, but my inability to handle the disturbance caused by the traffic jam that disturbs me.

More than the problem, it's my reaction to the problem that creates chaos in my life.

Lessons learnt from the story:

I understood I should not react in life.

I should always respond.

The women reacted, whereas the waiter responded.

Reactions are always instinctive whereas responses are always well thought of.

A beautiful way to understand LIFE.

The HAPPY person is not because Everything is RIGHT in his Life.

He is HAPPY because his Attitude towards Everything in his Life is Right!

Work Ethics & Conduct

Work ethics and conduct refer to the principles and values that guide behavior and interactions in the workplace. They define the standards of professionalism, integrity, and responsibility expected from employees. Adhering to high ethical standards and displaying appropriate conduct is crucial for fostering a positive work environment, building trust among colleagues, and achieving individual and organizational success. Here are some key aspects of work ethics and conduct:

Integrity: Acting with honesty, transparency, and trustworthiness. Upholding ethical standards, keeping promises, and maintaining confidentiality.

Respect: Treating others with dignity, regardless of their position, background, or differences. Valuing diversity and promoting a culture of inclusivity.

Accountability: Taking responsibility for one's actions, meeting deadlines, and delivering on commitments. Accepting the consequences of one's decisions and learning from mistakes.

Professionalism: Demonstrating competence, reliability, and a strong work ethic. Following professional codes of conduct, dress codes, and maintaining appropriate behavior both in-person and online.

Teamwork: Collaborating effectively with colleagues, sharing knowledge and resources, and supporting others. Resolving conflicts constructively and valuing collective achievements.

Communication: Engaging in open and respectful communi-

cation with colleagues, superiors, and subordinates. Active listening, expressing ideas clearly, and providing constructive feedback.

Work-Life Balance: Striving for a healthy balance between work and personal life. Avoiding overwork, respecting boundaries, and promoting well-being.

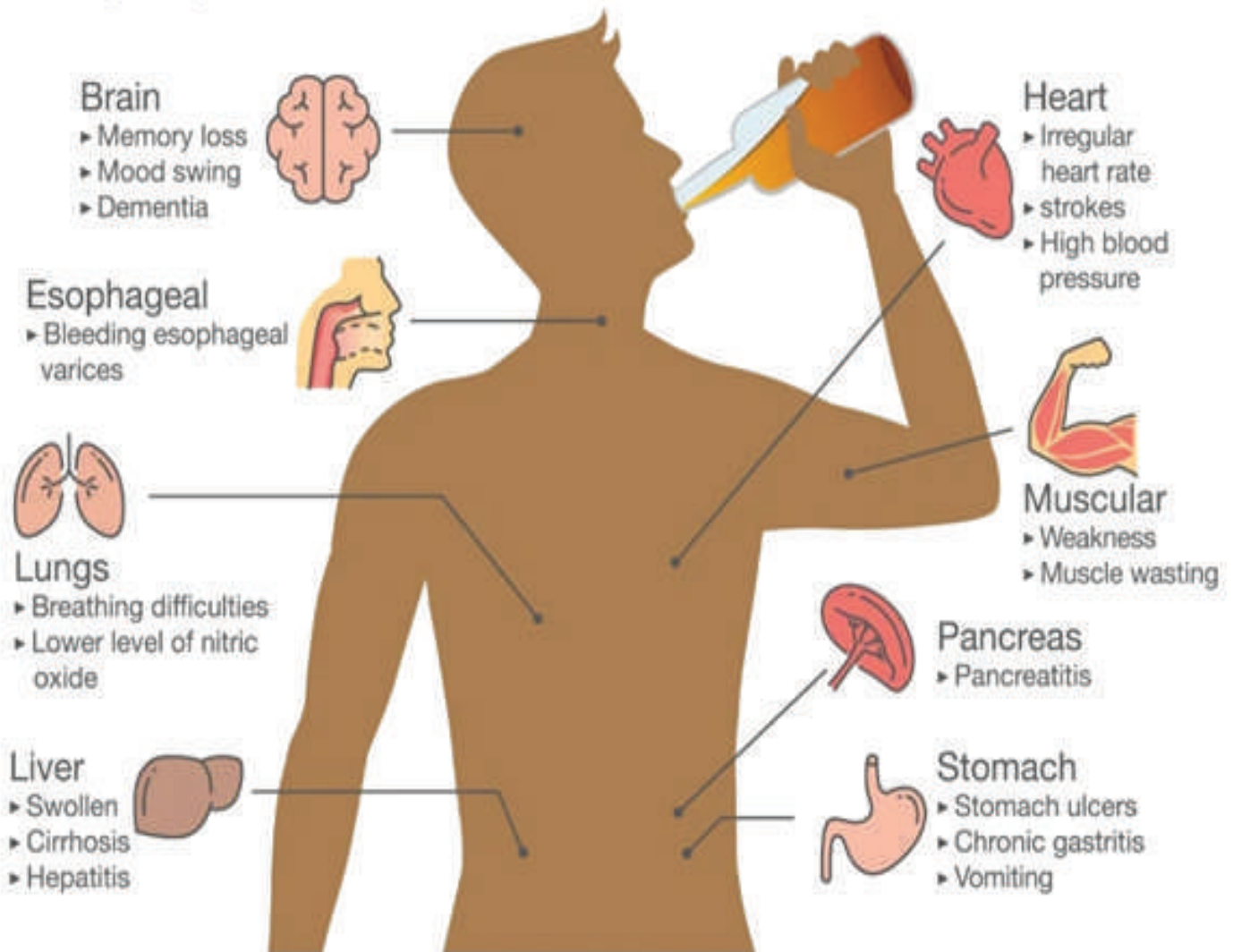
Compliance with Laws and Regulations: Adhering to legal and regulatory requirements relevant to the job or industry. Avoiding conflicts of interest and upholding organizational policies.

Professional Development: Continuously improving skills and knowledge to enhance performance. Seeking opportunities for growth, learning, and adapting to changing work environments.

Positive Attitude: Approaching work with enthusiasm, optimism, and a willingness to learn. Maintaining a positive demeanor and fostering a supportive work atmosphere.

Remember, work ethics and conduct are essential for maintaining a harmonious workplace, promoting productivity, and upholding the reputation of both individuals and organizations.

Symptoms and Effects of Alcoholism



How can one improve the working of liver?

When it comes to improving liver health, there are a few things you can do that can make a big difference. Here are 12 simple tips that you can start implementing today:

Maintain a healthy weight - being overweight or obese can put a strain on your liver and increase the risk of liver disease.

Exercise regularly - regular physical activity can help improve liver function and reduce the risk of liver disease.

Eat a healthy diet - a diet that's high in fruits, vegetables, whole grains, and lean proteins can help improve liver function.

Avoid processed foods and excessive sugar intake - these can increase the workload on your liver and lead to fatty liver disease.

Drink plenty of water - staying hydrated is important for liver

health.

Limit alcohol consumption - excessive alcohol intake can damage your liver and increase the risk of liver disease.

Quit smoking - smoking can increase the risk of liver cancer and other liver diseases.

Avoid exposure to toxins - chemicals and toxins can damage your liver, so it's important to avoid exposure when possible.

Manage stress - stress can have a negative impact on liver health, so finding ways to manage stress is important.

Get vaccinated - getting vaccinated for hepa

hepatitis A and B can help protect your liver from these viruses. Take medications only as directed - over-the-counter and prescription medications can damage your liver

if taken in excess. Get regular check-ups - seeing your doctor regularly can help detect liver problems early and prevent serious complications.

Remember, making small changes to your lifestyle can have a big impact on your liver health. So take care of your liver, and it will take care of you!

▶ The Principles of Values-Based Leadership & How to Identify Values-Led Organizations

By: George Obado, May 24, 2023

“I very much believe in values-based leadership and that the values that I believe in and try to govern by are transcendent values.” ~ Deval Patrick

Values be they corporate or personal are an integral aspect of leadership. When organizations become toxic, it’s because of application of wrong values such as poor communication skills, lack empathy or humility either knowingly or unknowingly. Values have a way of penetrating into the fabrics of organization life in a very subtle manner. To take charge of values, leaders must be intentional. That means we do not leave values to flow naturally in an environment or organization but instead we define exactly what we want to see. The other day I was inducting two new tech-driven recruits and I shared with them one cardinal value that has helped me maintain harmony in any setting - the value of respect for one another at internal and external levels. Similarly, when organizations get it right in terms of organizational culture, we attribute it to the intentional focus on positive values.

“Speak softly and carry a big stick; you will go far.” ~ Theodore Roosevelt

One such set of positive values is called values-based leadership. When these principles are intentionally put to govern

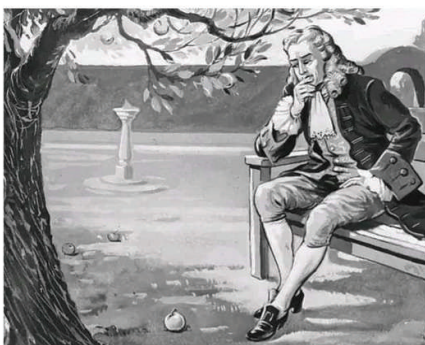
people behaviors in a company, the results or the company work environment will end up being positive. This is on the assumption that the top leadership are aware and are intentional about the same.

These four principles of values-based leadership are self-reflection, balance, true self-confidence, and genuine humility. The principles are interconnected, each building on and contributing to the others. Together, they form a solid foundation for values-based leadership. Organizations that apply these principles are easily identified by their strong purpose led initiatives and sometimes clearly demonstrated servant leadership philosophy.

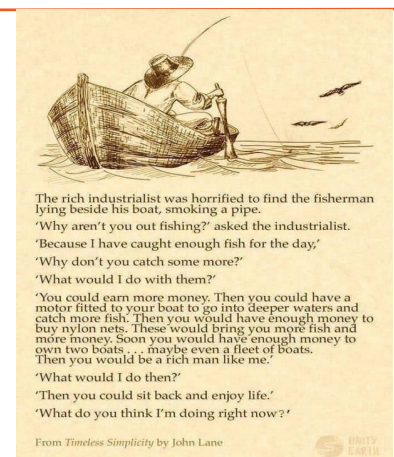
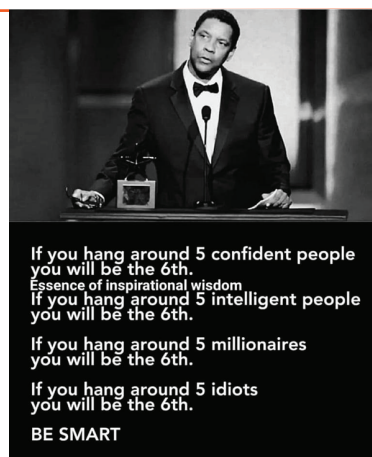
“It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership.” ~ Nelson Mandela

Author: George Obado, You can reach him on: gobado@shepherd.co.tz

Millions saw the apple fall



But only Newton asked why



▶ Linda Watoto Likizoni

Wapendwa Wazazi na Walezi, Imefikia tena Wakati Watoto Wetu wananakiwa Warudi nyumbani tar 31/05/2023 kwa Mapumziko.

Nakuomba Sana:-

1. Simamia Mwanao afanye kazi zake zote alizopewa na Waalimu.
2. Mpangie kufanya kazi ndogo ndogo za bustani, kufua nguo zake, kufuga kuku, kuiangalia mifugo n.k. Usimlelee kama yai! Labda kama una bima ya kuishi nae milele. Mfundishe ajitegemee siku ukiondoka ghafla asitaabike sana kujua la kufanya.
3. Ongea na mtoto wako juu ya matumizi ya simu na TV. Mwambie huko ulaya watoto wengi hawapotezi muda, kila sekunde yao ina shughuli. Movies na simu asilimia kubwa ni kumpoteza Mwafrika na mtu asiyetimamu. Huwezi kufuatilia Series 400 ukawa timamu lazima kuna shida mahali katika Ubongo.

Waambie kuwa dk 1 ya jana alopoteza haitajirudia milele na kuwa kuna wakati watautamani muda wa leo na hautarudi.

4. Ongea na Mwanao juu ya masomo na malengo yake ya mbele na je yatafikiwa?!
- Mulize juu ya aina za marafiki zake, mwelekeze kwa upendo.
5. Mwambie mwanao dunia imevua Utu na Ubinadamu, Mweleze juu ya mambo mabaya yanayoendelea duniani.
6. Mweleze mwanao juu ya familia yenu, Wengi hawajui hata majina ya Babu na Bibi zao, Hata Wajomba na Shangazi zao, Ukifa ghafla ndo atapata nafasi ya kuwafahamu wanapombwa kuwasaidia kumaliza Shule, Tafadhali kipindi hiki waka-wasalimie Bibi na Babu pia. Kama una muda mfundishe kuendesha gari kuna siku atakuo-koa utakapohitaji huduma ya

haraka na huwezi kuendesha gari. Mwisho mfanye mwanao awe rafiki, uwe ni Polisi, Mwanajeshi, Mkuu wa shule, Mkuu yeyote usipeleke Ukuu/Cheo, Utajiri Nyumbani.

Watoto wanayo mengi wanataka kuwashirikisha tafadhali wapeni muda.

Waeleze pia kama haupo kesho unapendelea waishije au waweje.

Wafundishe matendo ya huruma ,Hebu wapeleke vituo vya yatima, Wazee hata waliopo jirani na Sukari kg 1 tu waongee nao utaona mabadiliko watakayokuwa nayo katika kuwaza na kutenda baada ya hapo.

Kumbuka hao watoto ni wako kwa jina ila Mungu amewapitisha kwako ili wakuzwe kuhudumia watu wengine,

Hata wewe unahudumia wengine katika kazi yako.

Mungu awabariki na Kuwalinda

▶ POTOCOL

Tujifunze kitu viongozi kidogo. Mambo machache kuhusu Itifaki.

1. Unapo uongozana na mgeni rasmi au Kiongozi yeyote hakikisha katika kutembea fuata hatua zake za miguu, akiweka mguu wa kushoto mbele na wewe iwe hivo muwe uniform katika kutembea kwa kufuata miguu kutembea sawa. Lengo kubwa ukipishana naye miguu katika kutembea ni lazima utamkanyaga kisigino anaweza kuangakuka au kuumia.

2. Ukiwa unaenda kwenye kikao chochote na wewe sio mgeni rasmi

wa mkutano, semina au kikao hicho usivae tai nyekundu, maana tai nyekundu kiitifaki ni ya mamlaka ya juu katika Kila tukio. Hivyo unaweza vaa tai nyekundu alafu mgeni rasmi hajavaa amevaa tai nyeusi kiitifaki utakuwa umeponya mamlaka ya mgeni rasmi high table ukaonekana wewe uko juu ya mgeni rasmi kiitifaki ya mavazi.

3. Usitangulie mbele kwenye foleni ya chakula kabla ya mgeni rasmi, mgeni rasmi ndiye anakuwa wa Kwanza katika foleni ya chakula.

4. Baada ya kufunga hafla Usitoke nje kabla ya mgeni rasmi kutoka,

mgeni rasmi anakuwa wa mwisho kuingia sehemu ya tukio na anakuwa wa Kwanza kutoka baada ya tukio kumalizika.

5. Hakikisha kiti cha mgeni rasmi kinakuwa tofauti na viti vingine mbele ya high table.

6. Hakikisha unapo mua-dress mgeni rasmi tumia neno kwa heshima na taadhima, maana yake kwa heshima kupita heshima zote (yaani heshima iliyopitiliza heshima zote).

7. Katika kula chakula kuwa makini chakula kisikudondokee kwenye

nguo ukiona nyama ni ngumu inavutika au ina mfupa mgumu iache sio lazima ule nyama, itakushushia heshima yako ikimrushia mchuzi mgeni rasmi au uliokaribu nao kwenye high table.

8. Usiongee kwa sauti wakati mgeni rasmi anahutubia, Huo utakuwa ni utovu wa nidhamu kwa mgeni rasmi.

9. Ukipewa nafasi ya kuongea kabla ya mgeni rasmi kuanza hutuba usianze kuhutubia wala kulete

maongezi marefu we salimia maana tukio sio lako ni la mgeni rasmi. Hata kama una jambo la maana sana we kaa kimya, tengeneza tukio siku nyingine na wewe uwe mgeni rasmi katika tukio hilo ili ndiyo uongee. Maana unaweza ukaongea ukamfunika mgeni rasmi katika hotuba yake na ukaonekana wewe ni wa maana kuliko yeye kwa wajumbe.

10. Ukikohoa au kupiga chafya ziba na mkono kwa kutumia lesa yako

kwenye mdomo wako.

11. Ukiwa high table mgeni rasmi akiruhusu wajumbe kuuliza maswali baada ya hotuba yake kuhitimisha, wewe usije kunyosha mkono ukiwa high table kuuliza swali na wewe, maana kabla ya mgeni rasmi kuingia kwenye tukio lazima apitie ofisini kusaini kitabu Kunawa na pre-meeting huko ndo kama una jambo la ufahamu unaweza kuliuliza huko.

► Strategy in Security

McKinseys 7S Model is made up of 7 S which are critical to managers of every field within the organization. Yes, security managers can competently turn around they function to be effective and efficient thereby adding value to its bottom line.

These seven components are grouped into "hard" and "soft" elements. Both are equally important to driving successful change initiatives in the department. Let us first discuss the first elements that are grouped in the

Hard elements.

These key elements are tangible, easy to identify, and can be directly impacted by management. They are Structure, Strategy and Systems. The other grouping is Soft elements. Soft elements are intangible and basically driven by the organization's corporate culture. These include Skills, Style, Staff and Shared Values.

How do these key important elements help the security manager check performance gaps and other areas that enhance departmental functions in an organisation.

1. Structure is how the department is set up for decision-making, ownership and leadership. It includes hierarchy, the chain of command, and accountability between role players. Its evident today that the traditional linear structure is no longer suitable for use in managing security department. The most recommended structure currently in use is matrix. This gives room for nurturing, mentoring, guiding and developing personnel capabilities.

2. Strategy is the business's approach to strategic planning and executing actions that ensure success, sustainability, and competitive advantage of the department. The security manager is able to incorporate a diverse strategies to mitigate a variety of identified risks or threats to the organisation. For example, repeated reports on theft of transformers by ESCOM suggest likelihood of failure to put in place an appropriate security strategy which affect the way stakeholders view security department.

3. Systems, which refers to the processes, infrastructure, and workflows established and utilized within the department in order to safe guard organizational assets from identified risks. Security managers need to develop security management operating systems which are all put in a Security Master Plan. Management or the Board need to be presented with a security master plan of how a security manager will ensure the identified risks or threats will be mitigated. Security managers need to have a plan.

4. Skills are the competencies and capabilities of personnel within the security department that help it reach departmental goals and objectives. What capacities have the different supervisors of different units like CCTV Control Unit, Fire and Safety, Physical Security, Investigation Unit, Canine Unit and so on. Ask yourself, do we need additional training? Or exposure...

5. Style is the way and manner in which personnel in the department operate and interact. This includes interpersonal business relationships, management styles, and codes of conduct. With the emergence of Outsourcing Security Services, life becomes even strenuous for security managers to manage this. Evidently, many security managers I have interacted on this topic confess that outsourced guards are a headache....is it really?

6. Staff encompasses human resources and talent management related to company decisions, like hiring, training, retention, and incentives. On this aspect, security managers need to understand and conduct their personnel needs assessment to target personnel competence, aptitude, exposure and experience to fill gaps in their departments. Lastly,
7. Shared Values, these are the common objectives and values that

help form a department's culture part of the organizational culture and align the other elements within the organization. In and outside of your organization, they influence employee, customer, and work experiences.

As can be evident in the discussion, security managers can gain a lot from the McKinsey 7S Model which would enable their functions contribute immensely to the organization.

► Ushauri Kwa Watumishi Wote

Jenga nyumba mapema. Iwe mjini au kijijini . Kujenga katika umri wa 50 sio mafanikio. Usizoe majengo ya serikali. This comfort is so dangerous. Wape nafasi watoto wako kutanua nyumbani kwao.

2. Nenda nyumbani (Kwenu). Usigande kazini mwaka mzima. Wewe sio nguzo ya ofisi. Ukidondoka Leo, you will be replaced immediately and operations will continue. Ifanye familia yako kipaumbele.

3. Usikimbizie promotions. Boresha ujuzi wako na ongeza ufanisi kwa unalofanya. Wakitaka wataku-promote, that's fine if they don't, uwe positive katika maendeleo yako binafsi.

4. Epuka majungu kazini . Epuka yanayochafua jina lako. Usijiunge na magenge yanayong'ata mgongoni kwa boshi wako au wafanyakazi wenzio. Stay away from negative gatherings that have only people as their agenda.

5. Kamwe usishindane na mabosi wako. Utaunguza mikono yako.

Usishindane na wafanyakazi wenzako, utakaanga ubongo wako.

6. Hakikisha unabiashara pembeni. In a long run mshahara wako hautakidhi mahitaji yako yote.

7. Hifadhi pesa kiasi. Ruhusu ipunguzwe moja kwa moja kwenye payslip yako.

8. Kopa kuwekeza biashara au kubadili Hali yako sio kununua anasa (luxury). Buy luxury from your profit.

9. Tunza maisha yako, ndoa na familia viwe siri yako. Waweke mbali na ajira yako. This is very important.

10. Kuwa muaminifu kwako mwenyewe amini katika kazi yako. Kujipendekeza kwa boss kutanganisha na watumishi wenzako na boss wako hatimae ataachana na wewe pindi atakapoondoka.

11. Staafu mapema. Mpango mzuri wa kutimiza hili ulianza pale ulipopokea barua ya ajira. Wakati

mwingine mzuri ni Leo. By 40 to 50 be out.

12. Jiunge na vyama vya wafanyakazi na uwe mwanachama hai wakati wote. Itakusaidia likitokea lolote .

13. Chukua likizo na uzitumie kujijenga kwako na kukuza mipango yako ya kesho.. Mara zote uyafanyayo likizo ni akisi/mwangwi wa vile utaishi baada ya kustaafu.. inamaanisha Kama unashinda kutwa nzima kushika remote na kubadili channel na series za Azam tv usitegemee jambo tofauti baada ya kustaafu.

14. Anzisha miradi ukiwa bado katika utumishi. Fanya miradi yako iendelee ukiwa bado kazini na ikitokea mradi hauna tija, anzisha mwingine hadi upate unaoenda vizuri. Mradi ukienda vizuri sana sasa staafu kwa hiari kusimamia biashara yako. Wastaafu wengi hushindwa katika maisha kwa sababu hustaafu ili kuanzisha biashara badala ya kustaafu ili kuendesha biashara.

15. Pensheni sio ya kuanzishia miradi au kujenga nyumba, ni pesa ya kujijenga na kuimarisha afya yako. Pesa ya pensheni sio ya kulipia ada za shule au mahali kuo kabinti kigoli ila ni ya kutunzia afya yako.

16. Mara zote kumbuka, utakapostaafu usiwe case study kwa Kuishi maisha ya hovyolakini jitahidi uwe role model kwa watumishi wenzako watamani kustaafu pia.

17. Usistaafu kwa kuwa umekwisha au kwa kuwa sasa umekuwa mzigo kwa kampuni na sasa unasubiri kufa. Staafu kijana au ukiwa na

nguvu kufurahia kuamka na kikombe cha kahawa, furahia jua, pokea pesa kutoka kwa biashara, kutembelea maeneo mazuri uliyoyamisi na kutumia muda na familia. Wanaostaafu wakiwa wamechelewa, wanatumia 95% ya muda wao kazini kuliko na familia zao ndio maana huona ni ngumu kutumia muda wao na familia wanapostaafu mwisho wa siku huishia kutafuta kazi nyingine hadi umauti. Wasipopata kazi nyingine, hufa mapema.

18. Staafu ukiwa nyumbani kwako na so katika nyumba za serikali ili kwamba unapostaafu Uweze ku-fit

na Jamii iliyokulea. Sio rahisi kuji-adjust kuishi katika mazingira mapya baada ya kuishi Miaka Mingi katika nyumba za shirika au serikali.

19. Kamwe usiruhusu faida za ajira yako zikakusahaulisha kuhusu kustaafu kwako. Maslahi ya ajira hukufanya u-relax, hukufanya uisheihuku muda ukisonga mbele. Kumbuka ukistaafu hakuna atakaekuita boss kama hauna biashara inayolipa.

20. Usichukie kustaafu kwa sababu siku moja utastaafu iwe kwa hiari au kwa lazima. Natumaini hii itakufanya utazame maisha kwa mtazamo chanya.

SGA Participates in GGM Kili Challenge

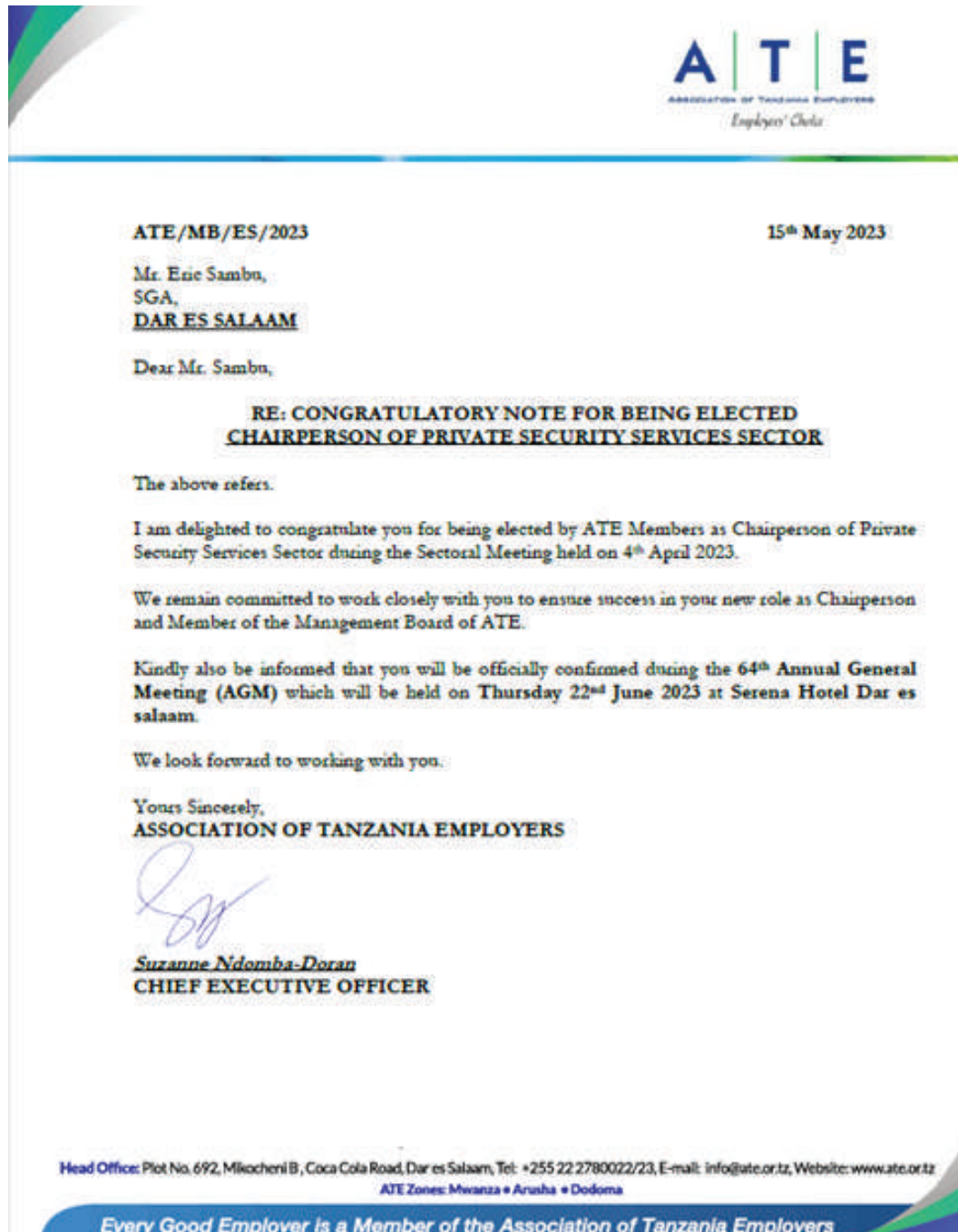
SGA was called upon to support the GGM Kili Challenge. This is an annual event where participants either circle around the Kilimanjaro Mountain or climb it to the summit. SGA will again be participating as sponsors of the event providing security services throughout the event. The value of the support is USD.12,000. The proceeds go to the HIV/AIDs intervention initiatives in the country.

The event was launched in May at Hyatt Regency Hotel, Dar es Salaam, in an event officiated by the 4th President of Tanzania, Hon Jakaya Mrisho Kikwete.



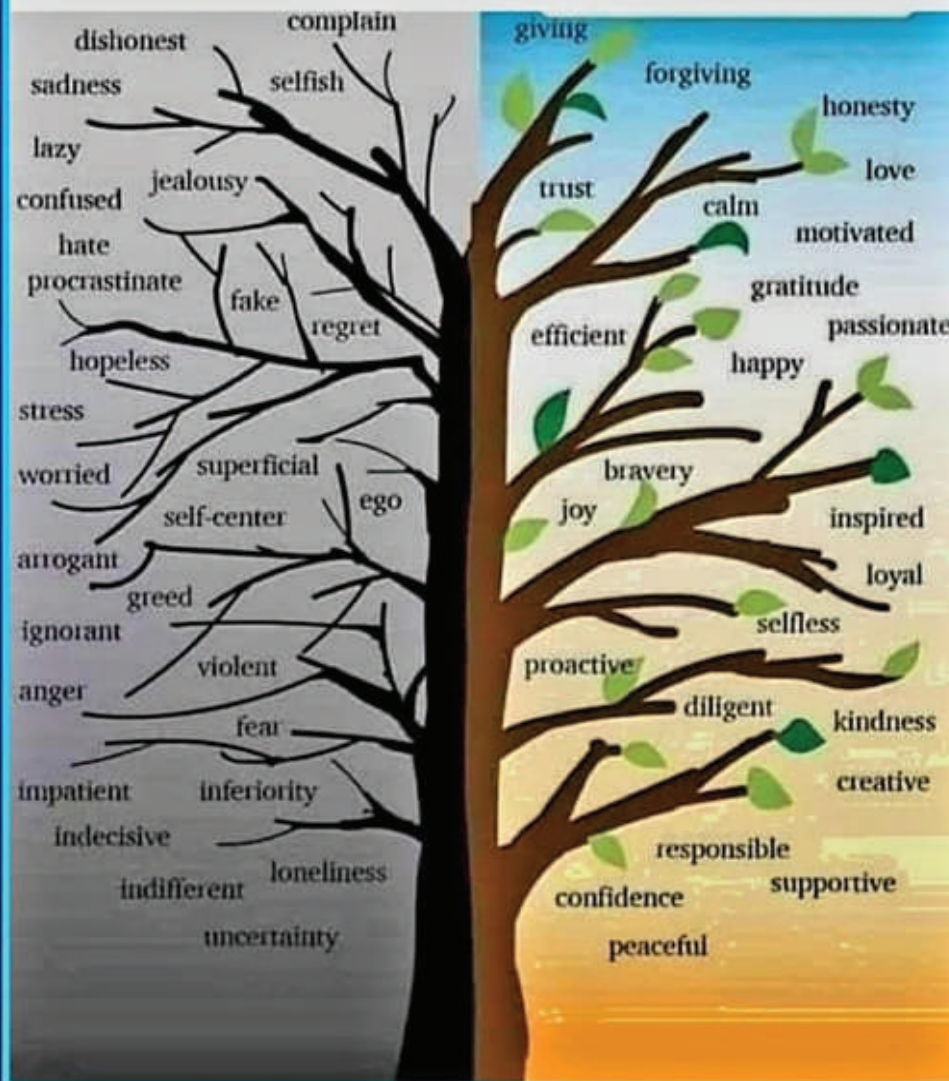
► Sector News

As reported last month, the elections were carried out in each sector of the Association of Tanzania Employers (ATE). SGA MD, Eric Sambu, was duly elected as the Chairman of the Private Security Sector. The AGM will ratify the new officials who will take office for the next three years.



“In our consciousness, there are many negative seeds and also many positive seeds. The practice is to avoid watering the negative seeds, and to identify and water the positive seeds every day.”

~ Thich Nhat Hanh ~



▶ Marathon Events

SGA has continued to support various marathon events in the country, sponsoring at least one major marathon every month. It receives accolades for the support and SGA runners participating in each of the event. Below is the certificate of appreciation from Lukiza Foundation for the sponsorship of their 'Run 4 Autism' marathon in Dar es Salaam.



www.SGAsecurity.com

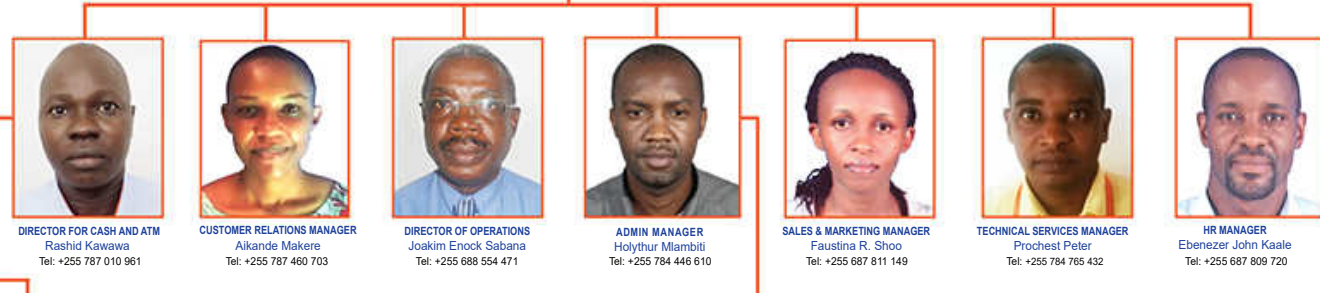
SGA TANZANIA
Management Organisation Structure



MANAGING DIRECTOR
Eric Sambu
Tel: +255 784 988 830



FINANCIAL CONTROLLER
Jonathan Joel Geleta
Tel: +255 784 788 444



DIRECTOR FOR CASH AND ATM
Rashid Kawawa
Tel: +255 787 010 961



CUSTOMER RELATIONS MANAGER
Aikande Makere
Tel: +255 787 460 703



DIRECTOR OF OPERATIONS
Joakim Enock Sabana
Tel: +255 688 554 471



ADMIN MANAGER
Holythur Miambiti
Tel: +255 784 446 610



SALES & MARKETING MANAGER
Faustina R. Shoo
Tel: +255 687 811 149



TECHNICAL SERVICES MANAGER
Prochest Peter
Tel: +255 784 765 432



HR MANAGER
Ebenezer John Kaale
Tel: +255 687 809 720



COURIER MANAGER
Stella J. Chiwango
Tel: +255 0765 855 193



CIT OPERATIONS MANAGER
Daudi S. Mungi
Tel: +255 686 103 689



HSSE OFFICER
Dickson M. Webi
Tel: +255 686 535 656



IT MANAGER
Hussein Faraji
Tel: +255 785 833 833



DODOMA BRANCH COORDINATOR
Njopilly K. Millinga
Tel: +255 785 364 264



MBEYA BRANCH COORDINATOR
Richard P. Moshi
Tel: +255 687 252 829



MWANZA BRANCH COORDINATOR
Rose Makoye
Tel: +255 787 222 707



ARUSHA BRANCH COORDINATOR
Victor G. Mkolwe
Tel: +255 788 379 465

Security Matters

Direct Contact:

Emergency Number	: 0784-700299
Managing Director	: 0784-988830
Financial Controller	: 0784 788 444
Technical & Response Manager	: 0784-765432
GM- Cash Services	: 0784-598733
Guarding Services Manager	: 0688-554471
Customer Care Manager	: 0787-460703
Human Resources Manager	: 0687 809 720
Admin Manager	: 0784 446 610

OUR BRANCH NETWORK

BRANCH	LOCATION	PHONE NUMBER	EMAIL
Dar Es Salaam HQ	Plot No. 12, Block K Mwai Kibaki Rd- Mbezi Beach	Tel: +255 (0) 22 2164800/ +255 (0) 22 2164808	info@sgasecurity.co.tz tanzania@sgasecurity.co.tz
Arusha	Plot 9-12 , Block K, Ezzo Road Arusha - Tanzania	Tel: +255 (0)27 254 7128	arusha@sgasecurity.co.tz
Moshi	Plot No. 89, NHC, Block L, Taifa Road Moshi, Tanzania	Tel: +255(0)27 2750057	moshi@sgasecurity.co.tz
Mwanza	Plot No. 17 Block D Balewa Road, ISAMILO - Mwanza, Tanzania.	Tel: +255 (0)28 250 0910	mwanza@sgasecurity.co.tz
Geita	GGM - Area	Tel: +255 (0)682 338 431	mwanza@sgasecurity.co.tz
Dodoma	Plot No. 10, Block O. Uhindini Area, Dodoma Municipality	Tel: + 255 (0) 687 812168	dodoma@sgasecurity.co.tz
Zanzibar	Plot No. B1-65, Tomondo - Kwa Mchina Mwanzo - Zanzibar	Tel: + 255 (0) 685 777742	zanzibar@sgasecurity.co.tz
Mtwara	Aghakan Road- near airtel- Maduka Makubwa	Tel: + 255 (0) 782 308254	mtwara@sgasecurity.co.tz
Mbeya	Plot No. 1498/8. Mbeya New Forest Area	Tel: +255 (0) 25 2503179	mbeya@sgasecurity.co.tz
Tunduma	Off Sumbawanga Road Tunduma	Tel: +255 (0) 25 2503179	mbeya@sgasecurity.co.tz
Tanga	Plot No. 34, Old Korogwe Road Tanga	Tel: + 255 (0) 27 2647808	tanga@sgasecurity.co.tz



+255 22 2164800/ +255 22 2164808

info@sgasecurity.com,

www.SGAsecurity.com