

PROGRAM DIRECTOR: Now we're going to speak to one of the humblest men I've met, Prof Kobus Maree. He is going to speak to us about the *African Journal of Career Development (AJCD)*. Are you aware that you already have one article out? Kobus Maree is a Professor in the Department of Educational Psychology at the University of Pretoria and the Registrar of South African Development Association, SACDA.

His main research interests focus on career construction counselling, life design counselling, emotional, social intelligence and social responsibility and learning facilitation in mathematics. He is a founding editor of the *African Journal of Career Development*, past Editor of the *South African Journal of Psychology*, Managing Editor of *Gifted Education International* and Regional Editor of *Southern Africa, Early Childhood Development and Care*.

Prof Maree is a member of several national, sorry, sorry about that... Past Editor of the *South African Journal of Psychology*, Managing Editor of *Gifted Education International*, Regional Editor for *South African Early Childhood Development and Care*. Prof Maree is a member of several national and international bodies, including the Society of Vocational Psychology, the International Association of Applied Psychology, the Psychological Society of South Africa and the Association of Science of Southern Africa. He has a B1 rating from the National Research. Please let's welcome Prof Maree.

PROF MAREE: Thank you so much Thandeka for the very lengthy introduction, but nonetheless. Thank you very much. May I just, before I start a very, very brief presentation, ask you to fasten your seatbelts. I'll be going through this very, very quickly. Number one, Chris, on behalf of the entire Africa and I think the global society, I want to thank you once more. Colleagues, I doubt that anybody has any idea as to how much work has gone into this and how much dedication.

You can send Chris an e-mail 3 o'clock in the morning, 5 minutes later you will get your reply. I wish I could elaborate more and I wish I had the time. Chris, you deserve a huge round of applause. Thank you so much.

Secondly, Prof Pierre de Villiers, Prof Pierre where are you in the hall? Could you please just stand up Prof de Villiers? Thank you so much. Prof de Villiers has been instrumental in helping us get the African Journal of Career Development off the ground and please, will you also thank you stellar team on their emotionally, socially intelligent support, all the way, over so many years Pierre. I am really, really most impressed and humble and grateful. Thanks very much.

So a hearty welcome to everybody. If I've left out good morning in your mother tongue, put it on a piece of paper. My mother has left this planet a few years ago, but she will return, she's promised me, if I don't thank people appropriately and welcome them.

Just a very brief overview of my presentation. It's going to take very little time to go through this. You know what the African Journal of Career Development is about. You are aware that we published our first article and could I maybe just ask Nicolao, Dr Nicolao Taylor and Chris to stand up please? History they've made, so thank you so much. The very first article ever went through stringent peer review. I can tell you it is a superb manuscript. We thank you for that.

So you can read, as well as I do. I'm going to take you through a brief photo montage. I enjoy and I love and prefer working out there in communities. I spent last weekend in Kwalata. It's very cold in the bush Chris. I never realised that until I got to Kwalata. Limpopo, I tell you what, gets very, very freezy as well and I now know that. So what kinds of manuscripts are we looking for? And we hope you will inundate us with your manuscripts.

Can I just go back? Action research, that's what we all do all the time. We learn from our mistakes as we go along and the next slide there, colleagues, we learn, like I said, as we go along. Often times what we do, is done in uncontrolled conditions. This is the kind of environment in which I, 99% of myself, find myself, like the majority of you. Stories of communities collaborating, we want case studies.

I don't have the time to talk about the early recollections technique, but see if it works in Africa and I'm pretty sure you're going to hear Mark and Mary talk to this matter as well. Chris talked to it, the Minister talked to it. Anthony purposefully referred to African research. What works in global self-context? Think pieces, we want to hear what your thoughts are. How do we enhance career adaptability? How do we enhance employability?

Ladies and gentlemen, you know exactly what I'm talking about. There is magic, gold dust, stardust out there. Let's just go find best practice that is already occurring and build on best practice and don't ever go there trying to teach people. The little that I know, I've learnt from our communities, so go there. They think I'm there to help them. No, they help me. They help me learn, understand what works and what doesn't work. I wish I had this story to tell: Dr Masiyela couldn't enrol at our university. Prof Jonathan Jansen, I salute you. Help me get her on board and there she was standing five years later, achieving her doctoral degree. Where there is a will, my mother taught me, you complete the sentence.

Manuscripts that talk to the need for changing the language of our discourse. Now please can I plead with you, the days of negative language are done, are over. I don't want to talk about right or wrong careers. There is no such a thing. Appropriate, inappropriate, you know all these terms as well as I do. The most recent one... When next your client spells work, w-i-r-k, she already is actually very smart. So help us, help us innovate, renovate, update the language of our vocabulary. How about that? I think this is a clear instance of pivoting. How about the pre-primary school being converted over time, built on many successes, into a hair salon? If that isn't beautiful, really I don't know what the word means.

How can career development be used to promote decent work for all global south countries? Do I need to talk to this slide? Of course I don't. Theory and practice based stuff. There are some of the instruments that I've developed and I'm proud to say that I've developed instruments in Africa, for Africa, built on best practice abroad, but developed in South Africa and so many of my colleagues do likewise.

This, I wish I could share it with everybody. I will share it. This is the kind of thing that every one of my students has to do these days, talk to their identity statement, power statement if they wish, their careers, their personal mission statement and their vision

statement. And I had a discussion, I think with Chris and Prof Pillay, just prior to this. I have an idea that we should just throw away the IQ, the aptitude test. Focus on what their narratives tell us.

I wish I could take you through 220 narratives like these and then you see the correlation between people that are in the legion of Nelson Mandela, Mother Theresa, after having scored lowly on aptitude tests. That's a matter for a different day and I know it's a debatable thing.

So how do we exploit the potential of life-design based and life design we can talk about that many, many days. International colleagues often say, but is the way in which you apply life design, similar to how you apply life design abroad? Well it's not a question to me. We contextualise, deco, re-contextualise and see if it works in our context.

How can individuals manage their careers to maximise the chances of access in decent work? Now everybody talks to notion of decent work these days. Tell you what, just go to our communities and see what they already do and report on that. If this isn't beautiful again, I really don't know what the word means. What can individual people and civil society do to promote decent work for all? There's so much we can do. There is so much that is already being done. Send us your manuscripts on best practice please.

Jonathan Jansen, I think the Minister talked to the very same matter. Jan talked to this matter, everybody and I'm sure other colleagues are going to talk about that. It's your job and my job and the career development practitioners over here, I'm working with some of them. I'll tell you what, our future is in very, very, very good hands. What can the public sector do? You and I have been working with the public sector. There is so much they are doing and there is a lot that they still can do.

Can I just go back? That little slide, as you sit, on your right-hand side, isn't that just magic? Doesn't it just humble you, to try to understand what is going on in our communities? And there you see, curtesy of the efforts of the public sector, a dilapidated school, phase 1, phase 2 and there you see is phase 3. These things can be done. Let's just do it in the famous word of you know who.

So how can career development be promoted across definite education levels? Sadly, heartbreakingly, blame me if you wish, I often stumble upon this kind of phenomenon. I stumble upon teachers that are angry, upset, demotivated. That has to change. Report on that matter and fill us with hope and inspiration please. I'm almost done. The potential roles of NGOs and NPO's, massive, massive, massive role. Good work foundation in one instance. The magic work that they do, go there, support them please. This is from their website. Something that's very close to my heart, their idea of bringing people, bringing amazon to our shores, helping people to write their stories, inspire others to inspire more people. Well that is just magic again from my book.

What can the private sector do? There's so much we can do and I'm going to say something here. Everybody complains about money. You know what, there's a lot of money for many things. I think we just need to re-channel the money to where the needs are the greatest. That's my gist on the story. Courtesy Momentum, thanks for that. Which economic systems are most suited to promote decent work for all? Now again, I don't know. Report on your research. Help us move this science forward. Now I'm done, 30 seconds. I want you to respond to this question: What do you see on the next slide? You're looking at the Vaalharts community 30 years ago. One person stood up one morning and decided to change from Lucerne and whatever to pecan nuts and now everybody has followed suit and it's becoming a very affluent society where many people are employed.

There's another one. This is what we call a *koppie*. Jan, Mary, we call this a *koppie* in South Africa. One person drove past that little *koppie* and 10 years later, there you see the little *koppie* that now employs 2 000 people that would have been unemployed. That's the spirit that we want. In conclusion, this is a major concern of mine. Report on this matter please. Africa is losing its talent. I'll tell you what, I'll tell you what, I think I've consulted 80 000 people in my life and the most disconcerting trend these days, people steal our potential. People lure our brightest talent away. We have abundant material, but they're being lured away for reasons that break my heart and I will not budge on that one. A very dear friend of mine, Ruben Baron says, how many people are we losing on a daily basis? Ladies and gentlemen, that is very, very, worrying.

My son the other day asked me, but aren't there many Nelson Mandelas? Is there not another Nelson Mandela? There are many. Let's just give them the opportunity to blossom, please, so everybody can walk with this kind of T-shirt, "I Love My Job" and charity starts at home. I do it, you do it and everybody does it. Now thank you everybody, all the very best, enjoy this beautiful conference.

PROGRAM DIRECTOR: Deep in our hearts, we all want to find and fulfil a purpose bigger than ourselves. Only such a larger purpose can inspire us to heights we could never reach on our own. For each of us, the real purpose is personal and passionate, to know why we are here and what are we supposed to do. It's a very important... One of the, I think it's Dr Vivita Frank, he says, if you have the why, you can face with anyhow. So it's important for us to remind ourselves of these things and encourage ourselves as we journey on in this professional body.

Also what I wanted to say, just to share what Prof was saying, the importance of going into the communities and not impose our knowledge, because in the communities there is so much wealth of information. So we need to work together as much as we are creating or we are developing experts, but the most expert, are the people that we will be serving.

Just as a side track, I want to challenge us to do the CIP questionnaire. We did work at Kgosi Mampuru and when I went through the survey myself, I was shocked that I didn't know this woman, this woman. Anyway, it's important for us to also, as we continue supporting others to make their career choices, that we ourselves keep developing and getting to know ourselves even more. Another hand of applause for the...