

SUMMARY OF 12TH ANNUAL CONVENTION OF
S.A.I.P.M. DELIVERED BY THE PRESIDENT,
MR. D.F. HANSON, AT THE CLOSING FUNCTION.

And so we come to the end of the twelfth annual national convention. Allow me to project my thoughts into the past (having sat through $2\frac{1}{2}$ days of this convention, I realise that this is a dangerous thing to do!) I feel somewhat in the same position as the head boy giving his valedictory address. Experience being the best teacher I know that in the cold light of morning the grey ashes will have a different taste to the heady wine of the present. But with your indulgence, please permit me to continue to sip from this cup for a while.

I want to make some analyses in the first instance.

- 1) What is a convention and why do we hold conventions.

A convention is a gathering of people who have a mutual interest and we hold conventions so that they may, collectively, focus their attention on some aspects of that interest. May I dare to suggest that this is the KEY OBJECTIVE of this and any other convention.

- 2) Now a convention is made up of three aspects - on three legs of the tripod and I would put them in the following order:-

- i) Delegates.
- ii) Speakers.
- iii) Venue.

The one cannot exist without the other. Since we are a professional body our most important leg is the delegates.

Delegates come in all shapes and sizes - long ones, short ones, thin ones, fat ones (and the new concept bald ones and hairy ones!) Some are new, some are experienced; and apart from this common interest they have varying motives. We have seen that we have learner-oriented training and so we must have delegate-oriented conventions. But "all men are not born equal", neither do they have the same background and experience. So a convention committee has to make a decision which it hopes will meet with general approval. Your convention committee chose the subject "Increased Productivity through Education, Training and Management Development." I feel they have made a satisfactory decision evidenced by a record attendance of well over a hundred delegates. They also appear to have chosen wisely the other two legs of the tripod and may I both thank them and congratulate them for both their thinking as well as their administration.

3) Let us move on, now, to our speakers. May I comment, briefly, on the message, as I saw it, from each of them.

Starting with the first day we were pleased to have the deputy-mayor deliver his word of welcome. Councillor Patrick Lewis is not only a member of our Institute and has attended several conventions, but he was the & Lewis in Stakesby, Lewis & Lewis who are the Institute Secretaries.

We were pleased and thrilled to have the Minister of Economic Affairs, Mr. J.F.W. Haak, to give the Opening Address. If any of us thought that the State was not doing much towards increasing Productivity, then I hope we are now better informed as he outlined to us just how much is being done.

Dr. L.B. Knoll, Managing Director of Massey-Fergusson S.A. Ltd. was indeed a fortunate choice. His message to me, was clear. Top management must pay more attention to the human aspects in increasing productivity - at present the emphasis is on finance and technology and we neglect the human factor at our peril. Recent publications such as "Brains down the drain" are frightening and they deal with the misuse of highly educated and skilled people in industry. Industry must make every effort to draw brainpower into its ranks and it will have to change and adapt itself to the changes in society. The world is a much more permissive place to-day - it starts in the home where the father is no longer the authority figure of the past - in the school the teacher no longer wields the rod of iron; teaching methods are more permissive as well. Those of you who have high school children as I have, know all about the emphasis on project work. And, as Dr. Mager told us yesterday, they seek help from anyone whom they think can make a contribution. (My recent involvements have ranged from the atomic theory to styles of dress in the Elizabethan era!)

Collectively Mr. H.R. Corbett, Mr. S.C.M. Naude and Dr. van der Meulen painted the picture of the role of the schools, the technical colleges and the universities and the vital role which they have to play. Education is the very foundation on which productivity is built - those of us who have had experience in the newly emerging African states know and realise just how important education is. They covered their subject well and we were all immensely encouraged to know from them that education, as such, is extremely conscious of its changing environment and is adapting as quickly as possible.

Dr. G.F. Jacobs, one of the stalwarts of our Institute through the years gave us an inspired and inspiring address on the "Need for Legislation to Aid Manpower Development." The cause is in good hands in high places and the message to us as an Institute is that we will have to devote immediate attention to the training of training officers if we are not to fall into the same predicament as Great Britain did after the introduction of her Industrial Training Act. That some form of legislation will come is, I think, not in doubt.

And so on to the second day with the emphasis on training's contribution.

Mr. P. Pipe, an Instructional Systems Consultant from California and the first of our overseas speakers, emphasised for us the growth in new philosophy and techniques with regard to the transmission of information in an effort to keep up with not only the knowledge explosion but the change in society as well.

Collectively Messrs. Renton, Bebb and Nel really got down to the heart of training's contribution to increasing Productivity. These were practical men giving us freely from their experience and so have made an extremely valuable contribution and I, for one, learned much from them.

Dr. R.F. Mager was both amusing and provocative. There were so many messages in his address that one finds it difficult to remember them all. Basically he was telling us about the more permissive society but also explained to us the real reason why the "French Government lost its faculties at the Sorbonne" - it had forgotten that students are individuals!

This morning Mr. Sutton commenced by telling us that "Next to Sex Management Development is the hottest topic of the day" and he is so right. But in an industrial society is this not rightly so? This "climate" is so important in what is to-day, perhaps, still a somewhat suspicious and hostile business environment.

Mr. Young concentrated on the vital aspect of profit and loss of management development - as an aside I might mention that legislation on training does one very basic thing - it focusses attention on the costs of training.

Dr. Biesheuvel and his panel consisting of Messrs. O'Meara, Hofmeyr, Fife and Natrass put the final seal on the Convention. Here we had a cross-section drawn from a wide area and the philosophies and practice evidenced have given us all food for thought. It was Chris Argyris who once said "The door marked development is locked on the inside" and we should never forget this.

4) And last but not least the venue. Books have been written on this subject - in our modern society parking space plays a vital role! This venue has met the basic requirements I am sure.

5) As far as it is humanly possible the addresses will be duplicated and sent to delegates. It would indeed be a great pity if these were not available in the very near future.

6) A convention of this nature is dependant for its success on so many factors and so many people. I want to thank the people, both individually and collectively who have made this convention what it was.

Especially I would thank:-

The Convention Committee and particularly the Chairman, Dr. Henry Fabian.

The Mayor for opening the Convention for us and for other favours bestowed by him.

All the speakers and the various chairmen of sessions.

The N.D. & M.F. for permitting speakers who are in the country under their international speaker programme to assist us.

The press and the S.A.B.C. for their excellent coverage.

Messrs. South African Associated Newspapers Ltd. and particularly the "Sunday Times" for the cocktail party and the individually inscribed pencils to match last year's pens. Also the "Daily Mail" for the daily copies to all delegates.

The Careers and Visual Aids Exhibition for their kind invitation and hospitality.

To Messrs. Total Oil for the Brief Cases and information bureau and especially for the services of Mrs. Howe.

To Graham Hodges for seeing to the equipment and the Public Address System.

To the Hotel Management and Staff for general service and excellent catering.

To Afrox for the services of Mrs. Parker as social secretary.

To the suppliers of cigarettes during the convention.

And last but by no means least our Secretaries and particularly Mr. Les Carlton.

7) Fellow members, I thank you for the contribution which you yourselves have made, both to this convention as well as to the affairs of your Institute. I leave you with the definition of luck which I think explains it all

"Luck is preparation meeting up with opportunity."

A president of an Institute has to be as sensitive as a bubble in a spirit level and my bubble tells me that someone wishes to speak from the floor on behalf of the delegates. (Mrs. V. Mickleburgh then spoke from the floor).

And now your new President, Mr. B. Mattison, is waiting to take over - "The king is dead, long live the king!"

DFH/JM.
August, 1968.

Collection Number: A1132

Collection Name: Patrick LEWIS Papers, 1949-1987

PUBLISHER:

Publisher: Historical Papers Research Archive, University of the Witwatersrand, Johannesburg, South Africa

Location: Johannesburg

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