



30 June 2021

Intergenerational Leadership Dialogue: Solidarity in the Workplace

The **National Business Initiative (NBI)** hosted its first **Intergenerational Leadership Dialogue** on 18 June 2021 to discuss Solidarity in the Workplace. Achieving solidarity in the workplace is a nuanced and complex journey with intergenerational dialogues as one of the most important vehicles to transport us there. Enhanced solidarity creates more inclusive work cultures and therefore more cohesive workplaces.

The panel consisted of **Charlotte Mokoena (Sasol, Executive Vice President for Human Resources & Stakeholder Engagement)**, **Khule Duma (Anglo American, Socio-Economic Development Specialist)** and **Tumelo Tire (Deloitte, Management Consultant)**. Through their expertise and insights, the dialogue unpacked the complexities and need for building solidarity as a key intervention for companies to achieve their transformation objectives.

Key learnings from the session:

- Workplaces are comprised of a multigenerational workforce with different values, views and opinions. Creating cohesive workplaces requires transforming the culture of companies. Organisations need to lay a foundation of shared values, combat generational stereotypes, find advantages in generational diversity and embed accountability as a company value.
- Solidarity has historical significance and is rooted in global and national labour movements as a collective action in response to structural issues. Recently, the role of corporate activism has evolved and now implores companies to position themselves as purpose-led and responsive to social issues. This is particularly relevant in relation to issues which disproportionately affect young people and other marginalised communities.
- Multinational companies have a responsibility to be sensitive to marginalised employees who are discriminated against at a larger societal scale. With specific reference to LGBTQIAP+ discriminatory laws, it is imperative for

companies to cultivate environments of solidarity where staff across the globe have access to the necessary support structures and systems. Companies must also advocate to ensure that human rights, protection and care are extended to all employees.

It is vital for companies to engage meaningfully on how their cultures, aspirational values, policies and systems speak to fostering solidarity. Through this discussion, the presence and leadership of young people was highlighted as a significant contributing factor in shifting organisational cultures and encouraging innovation across generations.

For more information on the NBI's Intergenerational Leadership Dialogues, please contact Khanyisa Nomoyi at KhanyisaN@nbi.org.za



Copyright © 2021 NBI, All rights reserved.

The National Business Initiative (NBI) is an independent and voluntary coalition of South African and multinational businesses launched in 1995 by the then President, Nelson Mandela.

NBI Website: www.nbi.org.za

Email: info@nbi.org.za

The National Business Initiative (NBI) respects your right to privacy, if you do not wish to receive any further news updates from the NBI, please click **UNSUBSCRIBE** and your name will be removed from the mailing list.