

We the staff of Naledi gathered at Parktonian Hotel on 5, 6 March, having reviewed our organization's ongoing progress, rededicate ourselves to serve the labour movement through relevant research aimed at building the capacity of the labour movement to effectively engage with the challenges of our society.

We further recommit ourselves to the renewal and rebuilding of Naledi.

We shall work to reconstitute ourselves as a cohesive and united staff committed to working effectively in a context of effective output and productivity.

We further commit ourselves to the following:

- Teamwork** To work together, including across silos, emphasizing the interconnectedness of our work and the broader goals of Naledi
- Tolerance** To practice consideration, including giving each other the space to express ourselves, voice our fears and articulate our hopes
- Respect** To treat each other with respect in the process of communicating, practicing accountability and giving feedback to each other
- Non-racial, non-sexism and pro working class** To practice these principles and to give each other sensitive as well as concrete & clear feedback on behavior that we find undermining, discriminatory or unsatisfactory in other ways
- Motivated and enthusiastic staff** To find ways of highlighting achievements, progress and positive aspects of Naledi as part of building a positive dynamic and optimistic staff corps at Naledi
- Constructive criticism** To give constructive feedback to each other and to be open to receiving such feedback; to equip ourselves about positive ways of giving and receiving feedback
- Acknowledging staff** To build and sustain a culture of support to each other as well as giving praise, recognition and thanks where this is due.
- Sharing responsibility** To take my share of the workload, to assist others whenever possible and to take initiative in getting involved in shared projects
- Productivity** To commit myself to give of my best to Naledi, to take initiative in removing barriers to best performance and to support each other to deliver on our mandate
- Consultative Approach** To encourage and practice staff participation and input into decision making; whilst upholding accountability and regard for managerial responsibility.
- Work-social balance** To create an environment that balances work and social responsibilities.

Rudi Dick S  
 Rob Rees  
 Kimani Ndingu  
 Liesl Orr  
 There Mlamisa  
 Edison Phiri  
 Stembiso Zondi  
 Nana Ngomane  
 Fundi Nzimande  
 Rose Mapele  
 Khumbuso Mthente  
 Timy Thompson  
 Nelth Zondi  
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 JERRA MTSINGI ZANA