

Nominee Name

Simone Jade Naicker

Nominee's E-mail

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Vision and Ability to Innovate

- Envisages a better future
 - Imagines and creates new products, solutions or ways of working
 - Invites, encourages and embraces the ideas of others
 - Solves significant problems through innovation and design
 - Challenges perspectives and constantly improves ways of working
 - Takes initiative and is proactive and resourceful
 - Engages technology to augment and enhance performance
 - Is intrapreneurial and creates an experimental and innovative environment
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Multiple Choice Questions

Please select one of the following - Rarely / Never / Infrequently / Occasionally / Often / Consistently

Answer each question to make the next question appear.

I consider the future of the business when making decisions.

Answer

Often

I have ideas for improving the business or our solutions

Answer

Consistently

I respectfully question how we do things to make improvements

Answer

Consistently

I speak to colleagues to obtain their expertise and perspectives

Answer

Consistently

I use my initiative and am not afraid to get involved in solving issues

Answer

Consistently

I am a pioneer and encourage others to find new and better ways of working

Answer

Consistently

I invite people with different views to co-develop solutions to problems

Answer

Consistently

I recognise and reward creativity

Answer

Consistently

I work with others to turn my best ideas into reality

Answer

Consistently

I look for ways to use technology to improve the business

Answer

Consistently

Please provide examples of how you have shown vision and the ability to innovate in your career

(Approx 100-300 words)

Examples

Vision is the ability to see beyond what exists, to a future that is bigger and brighter. As a young graduate, 6 months into my first role, I realized that I was enrolled for self-leadership and emotional intelligence courses but the individuals working shift work with me were not. This harsh reality made me realise that more needs to be done to include our people, I acted in the role of Foreman in July of that year and decided to host a “You are a Leader Session” – the first of its kind. During this session I discussed the importance of mental health and allowed us to create a vulnerable and enabling environment. The language and cultural barrier were no deterrent and I found that my people came to my office after, requesting photocopies so they may go home and discuss the topic with their spouse and children. In this space, I am passionate – printing out Happiness Calendars and pasting them all over our plant, each day has an action to be taken for wellness and happiness. I have designed and contributed to mentoring programs with Investing in African Mining Indaba 2024, AfriMine, Women in Mining South Africa and the Young Professionals Council of the Southern African Institute of Mining and Metallurgy.

Without innovation, our industry would be stagnant and unable to meet the rising operational costs. A project I led to research the applicability of Biomimicry practices to the mining industry was the overall Winner in our Exxaro PIT Symposium. Biomimicry is where we innovate using principles from nature to influence engineering design for optimization of processes, equipment, and teams. Thought labs are a norm in my team, where we ideate unhindered, these ideas go on the whiteboard, and we distill the ideas. We try to make the impossible possible through focus areas and actions yearly.

Please note that once you submit your answers in this part of the questions you will no longer be able to go back and edit them.

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Yes

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