

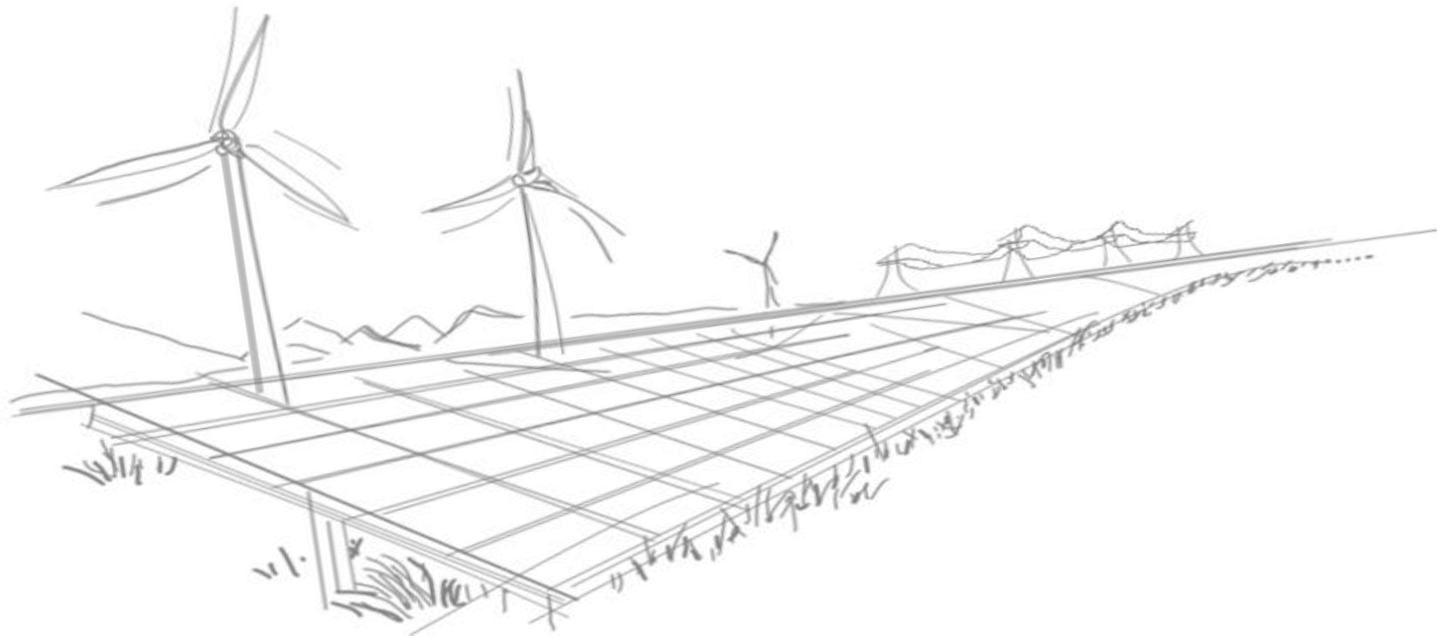


South African Right of Way Association  
Region partner of IRWA



# NEWSLETTER

AUGUST 2023 (1/2)



## NEWSLETTER 2023





## Letter from the 2023 President – LERATO MOKGWATLHENG

1

I am deeply honoured and humbled to serve as the South African Right of Way Association (SARWA) President for 2023/2024 financial year at the time when our association and the country is recovering from the effects of the Covid-19 pandemic. The current state of the infrastructures of our country required for economic growth and to better the livelihood of the South Africans need urgent response from both the public and private sectors. This is a historic moment for the SARWA Professionals to collaborate with the built environment industries to make the right change and leave a lasting footprint.

2

### Looking back

The South African Rights of Way is an exceptional and incredible organisation that provides valuable, continuous educational and development to the Rights of Way Professionals. It further serves as an excellent platform for networking, learning, and sharing the challenges and successes that we have and are experiencing in our different workplaces. For continuous education and development of the SARWA members, an Annual Educational Conference was held on 9 & 10 March 2023 at CSIR Convention Centre, Pretoria. The conference was well attended, and positive feedback was received with regards to the quality of the conference's topics. After the conference, on 28 April 2023 SARWA hosted a well-attended Webinar for Renewable Energy – Rights of Way and the Independent Power

Producers' attendees requested that there be further engagements with them through their Head Office. Furthermore, the two SARWA EXCO members, namely SARWA International Director - Lourens Nel and I attended the International Rights of Way (IRWA) Conference held in Denver, Colorado, USA from 25-28 June 2023. We were warmly welcomed and represented our Chapter 83 well to our best of our abilities. IRWA honoured SARWA with two awards – 1. "In recognition of 20 years of service to the right of way industry and its continued partnership with IRWA" and 2. "Winner of the Gene L. Land Award for membership highest percentage gain for 2022 year". We would like to thank our members and their organisations for their continuous support in the growth of our organisation.

3

### Moving forward

Collectively, EXCO is working hard to grow SARWA membership and provide educational courses which respond to the current challenges. We will continue to market SARWA to increase its membership and form working partnerships with private and public sectors. Education is also an important integral part of the existence of SARWA and individual's skill development. The educational training programme planned for the remainder of 2023/2024 financial year is as follows: *Valuation Course on 24 & 25 August 2023 and Infrastructure Expansion - Rights of Way on 13 October 2023*. I urge the SARWA members to attend and to extend the invite to colleagues and other organisations / companies. The EXCO is also working tirelessly to move SARWA with the changing times, to reach out and where possible to establish the working partnerships with government entities, the built environment industries and/or companies.

4

### Conclusion

I would like to conclude by assuring members that I am committed to the organisation and will do my best to improve and add value to the organisation and members. Let us rebuild our country together.

Thank you...



## SARWA 26<sup>th</sup> Annual Education Conference, March 2024

The Annual Educational Conference March 2024 at the **CSIR International Convention Centre in Pretoria**, is the highlight event of the year for the South African Right of Way Association.

The event remains exciting and as usual promises great informative and interesting presentations by speakers who contribute voluntarily towards education within the Right of Way industry.

Part of the event highlights is the Annual General Meeting (**AGM**) and announcements of **new SARWA members**.

And the announcement of Gift Matsabatsa as new incoming president. Our current SARWA president Lerato Mokgwathheng will proceed as International Director. Both will represent SARWA Chapter 83 at the **70<sup>th</sup> International Right of Way Annual Educational Conference 2024 at Long Beach, Los Angeles, CA, USA**.

## EDUCATION – 2023/4

### Rights of Way Training Curriculum

Event	Location	Date	Closure	Cost
1 SARWA 26 <sup>th</sup> Annual Education Conference 2024	Gauteng (CSIR - Pretoria)	7 - 8 March 2024	23 February 2024	R4,950
2 Servitude Valuations & Land Rights Acquisition Course (Day 1 Practical, Day 2 Case study)	Gauteng (Teams)	28-29 September 2023	22 Sep 2023	Members R3,700 Non-Members R4,500
3 Improve people's quality of life through infrastructure development	Webinar	27 October 2023	20 Oct 2023	Members R1,200 Non-Members R2,000
4 Community of Practice / Rights of Way Training Session	Pending	Pending	Pending	Pending
5 C100SA Principals of Land Acquisition	Pending	Pending	Pending	Members R3,700 Non-Members R4,500
6 Ethics and the right of Way Profession – C103 – 1 day Course	Pending	Pending	Pending	Members R1,900 Non-Members R2,500
7 Renewable Energy – Right of Way	Webinar	28 April 2023	Closed	Members R1,200 Non-Members R2,000

Please send an email to [info@sarwa.co.za](mailto:info@sarwa.co.za) if interested to register for an online course for the event that you wish to attend. Additional ONLINE courses can be held throughout the remainder of the year and in any Province if there is a demand. To initiate such an event the only criterion is that there must be a minimum of 10 attendants. Additional courses available in this way are:

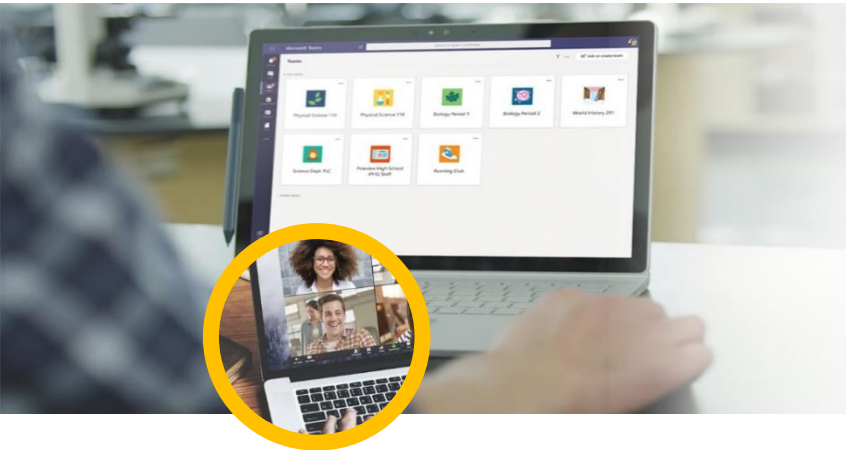
Registration closure dates are important, please ensure you register timeously. SARWA wishes you continuous professional development by attending these informative events.





## SARWA virtual courses and workshops - **2023....**

## EDUCATION



1

### Course

### Land & Rights Education Program

2

### Course 213

### Conflict Management

3

### Course 100SA

### Principles of Land Acquisition

4

### Course 103

### Ethics and Rights of Way

5

### Course SVLRA1

### Servitude Valuations for Land Rights Acquisition

## EXCO updates & meetings...

The Executive Committee is responsible for the day-to-day planning and management of SARWA, a non-profitable educational organization. The panel consist of members of SARWA, voluntary avail their time and expertise to bring continuing educational material, speakers, and events to the members.

The executive committee members are professionals in private industries, state-, and state-enterprise institutions.

Annual meetings and workshops help improve the importance of education, and identify new speakers of interest and training, pertaining to the National Rights of Way Industry.

The panel is broken up in individual tasked committees and a chairperson, each responsible for feedback on prior and continuing set tasks. Which includes the main SARWA Annual Educational Conference.



### SARWA Executive Committee 2023

#### MARKETING & COMMUNICATION

**Lourens Nel (International Director & Chair)**

**Gift Matsabatsa (Vice President)**

#### EDUCATION

**Ernest Grunewald (Chair)**

**Rio Kgatle (Community of Practice Chair)**

**Busisiwe Buthelezi**

**Ziyanda Mdoda**

#### NOMINATIONS & ELECTIONS

**Oupa Mashabela (Chair)**

**Mamokete Mafumo**

#### FUNDS

**Ig van Rooyen (Chair)**

**Lerato Mokgwatlheng (President)**

#### PROFESSIONAL DEVELOPMENT

**Lungile Motsisi (Chair & Secretary)**

**Andries Thebe (Treasurer)**

#### ADMINISTRATION

**Suz Grunewald (Information)**

**Dada Nel (Facebook)**

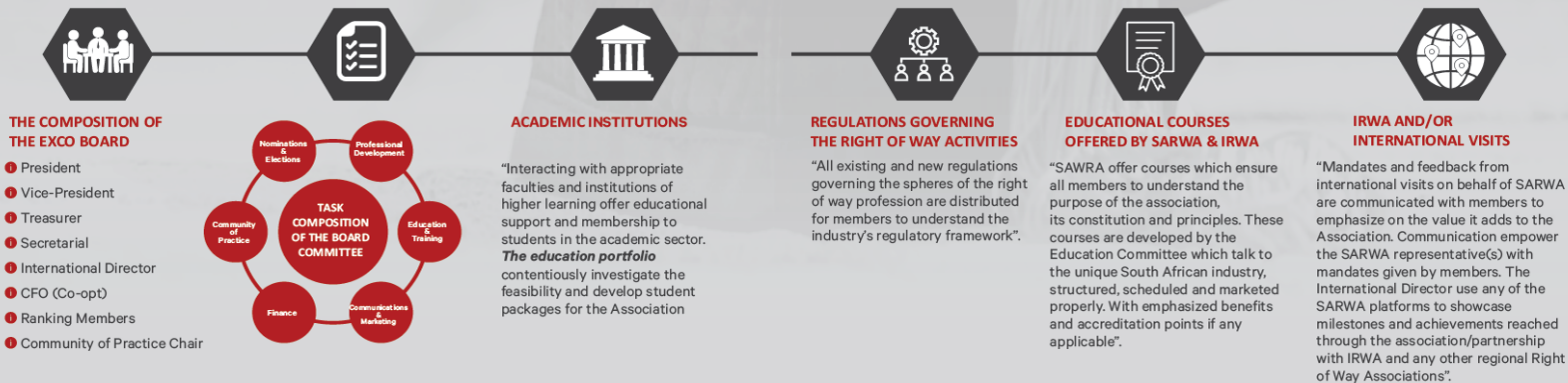
**Gareth Bester (Website)**

## SARWA 25<sup>th</sup> Annual Education Conference, March 2023 highlights...

Day **1** started off with registration and social networking with colleagues SARWA members at the CSIR International Convention Center in Pretoria.



The conference was well attended by our loyal SARWA members from all over South Africa.





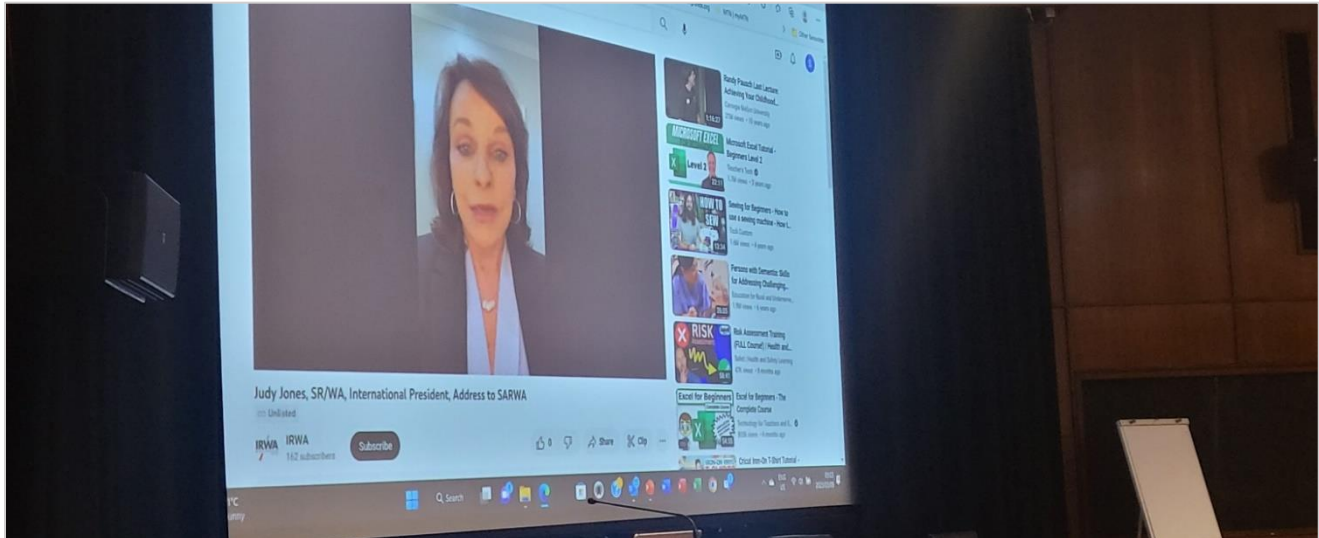


Our main speaker, Dr Monga Mehlwana – Energy, Infrastructure & Services Private Sector Development & Finance – United Nations Economic Commission for Africa, delivered interesting information pertaining the involvement of the United Nations in Africa for funding and support and the role of development finance boosting renewable energy infrastructure. How South Africa can take advantage of international financing opportunities.





**Judy Jones SR/WA – International President of the International Rights of Way Association (IRWA)** shared about the benefits of having a 10,000 plus network of global rights of way professionals?



Day **2**





## The 2023 IRWA 69<sup>th</sup> Annual Educational Conference in Denver, Colorado, USA...

SARWA Chapter 83 President, Lerato Mokgwatheng and International Director, Lourens Nel, attended the 69<sup>th</sup> IRWA Annual Educational Conference in Denver, Colorado, USA, between 25 to 28 June 2023. Lourens Nel was a speaker providing a general overview on Climate Change and Sustainable Renewable Energy in South Africa.

1

Day

Registration was on Sunday morning 25 June 2023. Then work started with an International Client Relations Committee meeting, headed by our Canadian friend and colleague, Gordon MacNair. Lerato and Lourens were introduced to the board. Points of discussion pertain to the effect Covid-19 had on the various Chapters. As well as the way forward and how relationships between IRWA and Chapter 83 can be improved. It was clear IRWA has great respect and admiration for SARWA Chapter 83, and the forthcoming signing of the MOU was considered a great event. SARWA Chapter 83 was to be honored as the first international chapter outside of the United States and Canadian countries. Funds and sponsorship as well were addressed, as the South African Rand is volatile and poor performing versus the Dollar. Although no promises not commitments were made, it was clear our senior colleagues were open for future discussions and considerations.





Day 1 continue...



"The 69<sup>th</sup> IRWA International Conference started off with the US anthem and flags representing the countries present".

SARWA Chapter 83 President and International IRWA President Judy Jones, sign the memorandum of agreement in honour of SARWA Chapter 83, ongoing association and recognised as first international chapter, outside the United States and Canada.







"Motivational speaker, John Register, paralympic silver medallist, Army Combat Veteran".

## Day 2 Gene L. Land Award



## Strategy towards SARWA Member Growth and recognition....

SARWA Chapter 83 unexpectedly received the Gene L. Land Award, named after the past IRWA International President, for acknowledging IRWA Chapters for their significant net membership growth of the previous calendar year. SARWA won the award out of **highest numerical gain** consisting of Gulf States (Ch8, Region 2), Sunshine (Ch26, Region 6), Carolinas (Ch31, Region 6), and **highest percentage gain** being South Africa (Ch83), Inland Empire (Ch19, Region 7) and Sunshine (Ch26, Region 6)



1 Lerato Mokgwatlheng is SARWA's second elected woman president, attend the 69<sup>th</sup> IRWA International Conference in Denver CO, 25 - 28 June 2023. Lerato shared briefly on a panel committee addressing water issues in South Africa. Attendees were from chapters representing United States, Canada, Australia, United Kingdom, South Africa, Nigeria, Spain, and Mexico.

2 Lerato is a seasoned Professional Natural Scientist and registered with South African Council for Natural Scientific Professionals. She holds a BSc Honours Degree in Microbiology. Her vision for SARWA is to grow the SARWA membership both in South Africa and its neighboring countries. Further, to provide world standard education, training and networking opportunities which enable the rights of way professionals to respond efficiently in rolling out the public infrastructure development projects and thus contribute to the Country's most needed economic recovery. She has 24 years' working experience from both the

public and parastatal sectors. She is currently employed by Eskom Transmission Grid Planning & Development as a Land & Rights Senior Environmental Advisor and instrumental in the acquisition of the required environmental approvals and related permits from the authorities for the electricity infrastructure development. Lerato also provides support and assurance that all environmental related risks are timeously identified and managed appropriately. She started working as a Senior Nature Conservator for Gauteng Department of Agriculture, Conservation and Environment; and then proceeded to work as a Senior Water

Pollution Control Officer for Western Cape Department of Water Affairs Berg Catchment Area. She then joined the North-West Department of Agriculture, Conservation and Environment as Principal Environmental Officer and was later promoted to a Deputy Director position heading the Development Impact Management and Authorizations Portfolio before joining Eskom. In her personal life, Lerato is the eldest of the three children and has a son, Kamogelo ("19 going 20") whom she loves so dearly. In her free time, she enjoys reading, fun walks, watching sports, occasionally going to the movies and shopping.

3 To Lerato, it is important for her to empower women with education and experience. She believes women empowerment is nation building as women are the backbone of families and communities. They bring new perspectives, raise issues others overlook and listen to those that others ignore.



4

Empowering women with education and experience gives them more opportunities to do better in life, to be leaders who make decisions that benefit not only themselves, but the health and socio-economic development of their families, communities, and the country at large. The above resonates well with the quote by Dr James Emman Kwegyir Aggrey that "If you educate a man; you educate an individual but if you educate a woman, you educate a whole nation".

5

**Friends or family would describe Lerato as ...** "ambitious, enthusiastic, assertive, hard-worker, loyal, trustworthy, compassionate and genuinely cares about the people in my life". **Her top three values are ...** respect, integrity and humility". **Her best personality traits are ...** "responsible and dependable". **The quote she lives by ...** "Encourage yourself, believe in yourself, and love yourself. Never doubt who you are." - Stephanie Lahart.



## The Rapidly Changing Face of Land Access in Australia Presentation

The presentation was to share about how challenging and complex the work of a land access agent (i.e. Land & Right Practitioner) is now becoming. It also explores what in Australia is termed the "new age" of land access delivery, including the changing compensation frameworks and methods to meet ambitious project schedules whilst maintaining community and landholder acceptance.

Australia is in the process to move from coal reliance electricity generation to greener energy generation. The plan is to decommission most of its coal power stations in the coming 10 years. Therefore, land is required for the number of renewable energy developments for wind, solar, gas, hydrogen and supporting transmission infrastructure of 18 000 km in length. Finding and/or acquiring land for these developments is becoming more complex and challenging for a land access agent (i.e. Land &

Right Practitioner) due to better awareness of landholders and stakeholders of their rights, enormous land value increases and shortage of available land to accommodate these projects. The followings are some of the kinds of the projects' oppositions: - namely a) community protests and rallies which are well organized and being attended by hundreds of people across the proposed developmental areas; b) placing of highly visible signages adjacent to proposed projects' areas; c) giving wrong public comments regarding what's been proposed; etc.

In addition, land agents sometimes receive death threats; their equipment get damaged and vandalized; landholders filming and posting to social media regarding the Land Agent visits and the confrontation they had thereon, intimidation by landholders attending meetings being armed with firearms. Due to these kinds of oppositions, land agents experience mental health challenges.

The procedure has been developed to mitigate and manage these kinds of projects' oppositions being experienced by land agents. The followings are being done:

- Landholder visits are risk assessed.
- Always land agents are recommended to attend visits and/or meetings in pairs ('two-up').
- Security is also employed full time on some projects.
- Ex-military and police are embedded within the project teams to attend meetings.
- Compulsory medical counsel for land agents to determine compensation for mental health issues experienced due to exposures of the kinds of the projects' oppositions.



With regards to compensation, the desktop estimates of compensation are no longer acceptable. The requirement is to inspect every property and the compensation to be in terms of such individual property inspection. Furthermore, Australia's typical compensation package now includes:

- Upfront payment of Landholder professional fees
- Assessment of compensation is a statutory under the Act
- Commercial uplift (i.e. 10% - 125%)
- Loss of production payment
- Occupation license fee
- Rehabilitation fee
- Other disturbances (impact on spraying, etc.)
- requirement legislated.

The above-mentioned measures increase the estimated costs of the projects, however, have reduced the number of landholders who used to appoint their own valuers to dispute the initial compensation been offered by the land agent.

End



"Our African neighbours,  
Chapter 84 –  
Nigeria.



# Work, Social, networking...

4

Day Social, networking and simply just more and more memprable moments .....







I have missed the opportunity attending the IRWA Conferences as SARWA President in 2021 and International Director in 2022. Finally having the opportunity to attend the 69<sup>th</sup> IRWA International Educational Conference in Denver, CO, as outgoing International Director, was a milestone event in my career. Ernest always told me the Americans and Canadians are amazing, but words could not easily explain this experience for me. I have met IRWA members from the United State, United Kingdom, Canada, Australia, Mexico, Spain, and Nigeria. Everyone was beautiful and the list will go on and on. But personally, I want to thank Patty Quinn who went out of her way to break the ice and introduce us to everyone. I am not sure whether I will be able to afford attending the 70<sup>th</sup> IRWA Conference and their 90<sup>th</sup> year existence celebration as ARWA (American Right of Way), in Long Beach, Los Angeles, CA, 2024. But am certainly going to try – Lourens Nel

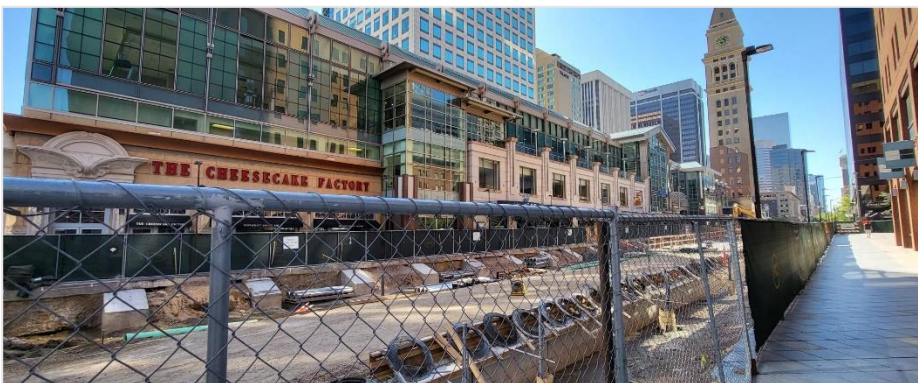


# Social Gala Event





## Infrastructure



“This is how street renovations and infrastructure upgrading are done in a first world

Being OCD, I personally fell in love with this city and the surrounding suburbs. It is very clear the State and Municipality (County) take pride in their work. I even found a bit of myself and my own ROW presence.

**Lourens Nel (SARWA Ch83 International President)**





South African Right of Way Association  
Region partner of IRWA



NEWSLETTER

# COVER STORY: Boundless Potential

An Interview with International President Fred Easton, Jr., PLS, SR/WA

BY VIVIAN NGUYEN



On the night of Wednesday, June 28, 2023, Fred Easton, Jr., PLS, SR/WA, addressed the audience in his hometown of Denver, Colorado, during the Closing Gala of the 69th Annual International Education Conference. Though he was typically one to keep his composure, carefully considering every thought before speaking, tonight was different.

Tonight, he vulnerably opened his heart to his closest colleagues and friends and spoke of the personal mentors who had shaped him throughout his life: his father, a mapper from Orange County who taught him surveying; his mother, who raised him to be inquisitive in nature and showed him how to find the answer instead of simply giving it to him; his childhood friend, who taught him to value the fragility of life; his best friend, Richard Pittenridge, SR/WA, who encouraged him to join the Association and become a leader; and finally, his wife Heather, who was his compass, guiding him through the tidal waves of change that would lead him to this very night.

Exhilarated by the sea of possibilities that now lay ahead, Fred took in the sounds of the crowd before him, which had erupted in applause at the conclusion of his poignant speech. He knew, without a doubt, that he would never forget this moment — the day he first stepped into the role of International President for a.

How did you first become involved in the right of way industry? I worked on survey crews for my father at a young age. He'd bring his kids along to remote projects during the summer. I wanted to be with my dad and older siblings, so I tagged along with them and learned how to hold the rod. I was six and could barely hold the rod level, but I just wanted to be part of the action.

Richard Pittenridge, SR/WA, and I were working together on a long water transmission line, and he kept mentioning IRWA and asking me to come to meetings and classes. He finally talked me into coming to a meeting, and the rest is history!

## What was your initial impression of the Association?

Most of my experience with professional associations to this point was either with surveyors or engineers. It was the juxtaposition of ROW professionals versus those groups that jumped out to me. Here, I found an organization that could provide serious education and hard work while also having some of the most fun I'd ever had while networking with other professionals. Even at a young age, I was taught a work-hard, play-hard ethic, which fits IRWA well.

## What has been your proudest achievement to date?

Professional education has been key to my professional career. I'm proud of obtaining my Professional Land Surveying license, and of course, becoming an IRWA instructor and earning my SR/WA. In leadership, I'm most proud of leading the IDEAs and Strategic Planning Task Forces, both of which have generated lasting change. I was able to help gather and generate ideas that myself and others have seen to fruition. It's been rewarding to witness the impact as an officer. Though at times, things don't always end up as envisioned, that's how being part of a committee works. As a leader, you accept that an idea is group property, and you do your best to address problems as they arise. But of course, perhaps my greatest achievement of all was marrying my wife Heather (who, let's be honest, is out of my league) and staying married for 28 years and counting.



## What is the best advice you've received and how has that informed your leadership style?

My wife gives me some of the best advice, but here's one I always keep in mind as it relates to IRWA leadership: "Keep a thick skin, shake off any drama, and remember what is important." Considering my leadership journey so far: "Keep a list of ideas and priorities. If it's a ridged plan, you will just get frustrated since this is leadership by committee and board, and you are going to have to roll with the punches and just revisit that list when it all changes."

And finally, my seventh-grade social studies teacher said, "Never let anyone hack your brain through identity bias" (i.e., you aren't your job, you perform tasks related to that job; you aren't a political party, you lean apolitical direction; you aren't any elected or appointed position, you are performing the position's tasks for a temporary period; never judge yourself or someone else on their race, gender, attractiveness, height, etc.).



## How would you describe IRWA's higher purpose, and how does that align with your leadership goals?

Our higher purpose is to improve people's lives, and that fits perfectly with my leadership goals — the primary motivation that led me to leadership and keeps me going is the students I see in the classes I teach. These are often young professionals struggling with mentorship and knowledge gaps as they grow professionally. IRWA fills that critical gap, and it is so essential that we get it right and teach ethical acquisition of rights of way for public improvement projects to the widest audience possible.

## What are some of the immediate priorities you'd like to address as International President?

Luckily, my priorities have changed a lot since I first declared my candidacy for International Secretary. Through my time on the IEC, so many of the education and marketing initiatives I campaigned on back in 2019 have been put in place due to the help of my fellow past and current IRWA leaders.

We must "keep our foot on the pedal" though, as a fan of studying history, I know in our IRWA history we have a terrible habit of solving problems, then forgetting those problems existed, dropping the initiatives that were quietly working while we fixed new problems, then having to cycle back around to refix the same problems in the next decade; education updates, improvements, marketing and showing employers the value of hiring an SR/WA will always be top of my priority list, but these items are in good hands with our committee leaders right now. But what is left and what has really emerged since COVID is a need to address leadership: give our Chapter leaders the best tools to succeed; create sustainable leadership training for all levels of our governance; create leadership training for our members to ensure IRWA members, and especially SR/WA members, represent the top leaders in the right of way industry; and lastly, inspire and train our existing professionals to be effective mentors.

## How do you believe young professionals will shape the industry's future?

First, they have a better understanding of the human mind. Because discussing and include training, tracking and discussions in our workflows. I believe young professionals will be open to learning and better understanding of how our minds function, incorporate that understanding into their approaches, and as a result, our entire industry will be better able to adjust to the conditions of others. Also, they will focus on impact beyond the basic project. Young professionals tend to have a greater awareness of environmental concerns, need for public involvement and buy-in, and sensitivity to diversity, inclusion, and equality issues. This can lead to broadened perspectives and vision, better teaming with renewable energy partners, increased creativity in approach to projects and enhanced focus on ethics. I had the benefit of great mentors who didn't tell me what to do — they listened to my ideas and helped me to evolve those to successful actions. I hope my generation will be there for young professionals, listen to them, offer advice, let them make their choices and back them up no matter what happens next.



South African Right of Way Association  
Region partner of IRWA

## IRWA NEWSLETTER

### What do you want our members to know about you?

I'd like the members to know that I'm always up for hearing ideas to improve member value, better outreach to the industry at large, keep our conference great, keep our education top-notch and grow our Association! I'm a mentor, but I'll always be a mentee as well. I believe we should spend our lives constantly seeking to improve, grow and be a better member of society. Lifelong learning is key to that.



### What is the greatest benefit of membership?

Having a support network. This is embodied in access to fellow members, Chapter meetings, training courses, knowledge resources like magazine articles, conference sessions, symposiums, and other gatherings. As a lifelong learner, I find it to be an invaluable membership. The key is to be an active member, take courses, attend meetings, and get involved. The quality of your work will improve, and there is a butterfly effect on the communities we serve. It's this key point that "you get what you put into it" that leads right back to our purpose to improve people's lives. Recently, I had the pleasure of a little time to kill in downtown Denver, which afforded me a moment of relaxing while I watched people moving up and down the 16th Street Mall, a publicly accessible pedestrian area. It was a chilly day, but I was nice and toasty under the natural gas power space heater sipping my coffee stout with beans harvested from over 9,000 miles away, and water fresh from the Rockies captured in a reservoir, tunnel, and pipe system to avoid contaminations. To get home later, I'd be taking the light rail to get to my car. None of what I was doing or saw would be possible without the acquisition and management of right of way corridors and public lands. The impact of our work will be felt for generations to come, so let's work together to do it the right way!

**End**



BUSINESS ESSENTIALS  
July/August 2023

# The Secrets of Visionary Thinkers

Five Steps to Living in Possibility  
BY SUSAN ROBERTSON



**1** We tend to believe that famous innovators or other "creative" people have some inherent quality that the rest of us don't have. But the truth is — they don't. They've simply cracked the code on how to consistently live in possibility instead of living in obstacle. Visionary thinkers see possibilities. Always. Most of us mostly see obstacles, most of the time.

We move through work, and life, by addressing whatever next obstacle falls into our path. We problem solve the next issue on a project, we deal with the next customer complaint, we address the next challenge with our kids. But too rarely do we look up, survey the world, and make a conscious choice to shape our world to be the way we want it to be.

**2** Visionary thinkers make that daily choice to imagine the possibility of a different world, to hold on to that vision and to refuse to let the obstacles limit their thinking. They live in possibility. Visionary thinkers are open-minded, innovative, and imaginative, willing to take risks, optimistic and collaborative — all skills related to creative thinking. They regularly imagine, consider, and pursue new ideas and solutions. The good news — all these creative thinking skills are learnable! Anyone can become a more visionary thinker by learning to leverage the creative genius that's already hidden inside.

**5** Pinpoint the problem. First, we must be able to spot when the negativity bias is at work. The easiest way to do that is by monitoring one simple phrase we say: "Yes, but..." On the surface, these words seem innocuous. And because we say them and hear them so frequently, they don't seem like a problem.

However, this short phrase is a massive blockade to creative and visionary thinking. It dismisses any potential positives in an idea or concept before even identifying what those positives might be. Instead, it focuses the energy and attention of both the speaker and the listeners on all the possible negatives. This can easily overwhelm any idea and immediately kill it.

**3** One of the primary barriers living in possibility is the negativity bias, a cognitive bias or mental shortcut that all humans' shares. It's the phenomenon that negative experiences have a greater impact — on our thoughts, feelings, and behaviors — than positive experiences do. That seems counterintuitive, but there's a wealth of research that proves negative affects us more than positive. As a result, we are much more motivated to avoid negative than to seek positive.

Our brains have evolved to excel at identifying potential negatives, so we can avoid them. It's a survival mechanism, and it happens in the most primitive part of our brain — the amygdala. The amygdala is responsible for detecting threats and triggering the fight or flight response. Its laser focused and lightning fast at identifying potential problems. This instant identification of negatives is what can trap us into living in obstacle.

**4** Living in possibility requires refusing to let the negativity bias rule our thinking around this pitfall and transform the way we think.

**6** Manage your mind. Once you've determined the negativity bias is at work (someone said "yes, but..."), the next step is to make a conscious choice to change your thinking. The key is to FIRST identify the potential positives in any idea before focusing on the negatives.

This sounds easy, but it's quite hard. It's counter to a basic instinct, so it really does require a conscious choice to think this way, plus very real discipline to put it into practice regularly.

**7** Nix the negatives. The next critical step is to refrain from saying the negatives out loud — at least not yet. The truth is, regardless that you've consciously chosen to identify the positives first, your brain will subconsciously identify the negatives anyway. It's instinctive and instant. So even while you're enumerating positives, your brain will be busy identifying negatives, too. But the simple trick of not saying those negatives out loud will help dramatically. Force yourself to speak out loud and write down the positives first.

**8** Teach the team. When working with others, ask them to do the same. Help them understand that letting our natural negativity bias dominate the conversation has the potential to immediately kill ANY idea. Let everyone know that, of course, there will be a

**10** This process of identifying positive potential first is the ONLY way to find big ideas. Every successful innovation, in any industry or endeavor, is the result of someone, or a team, choosing to live in possibility in this way. Visionary thinking requires making space for ideas that, at first, seem scary or difficult. It takes some real courage to push past our immediate "yes, but..." response and instead focus the conversation on "what if...?" If we don't hold ourselves accountable to look for the positives, we'll never consider nor implement any truly new ideas. Visionary thinkers must master this skill and learn to live in possibility.

time to solve the problems in the idea, but the first task is to identify the potential in the idea. If there aren't enough potential positives, then it's time to move to a new idea off on the negativity bias momentarily and allow the brilliance of the idea to shine through.

**9** Transform the troublesome term. Once the above steps have led you to a potentially winning idea, it's time to address the problems with the idea. To continue to remain in possibility, you must change the conversation; you cannot return to "yes, but..." language. Instead, articulate the challenges as a "how might we..." question. So, instead of saying "Yes, but it's too expensive," instead say, "How might we do it more affordably?" This trick of flipping a problem statement into a problem-solving question is a neuroscience brain hack that will revolutionize your thinking and problem solving.



*Susan Robertson empowers individuals, teams, and organizations to adapt more nimbly to change, by transforming thinking from "why we can't" to "how might we?" She is a creative thinking expert with over 20 years of experience speaking and coaching in Fortune 500 companies. As an instructor on applied creativity at Harvard, Susan brings a scientific foundation to enhancing human creativity. To learn more, please go to: [SusanRobertsonSpeaker.com](http://SusanRobertsonSpeaker.com).*



## Eskom is being replaced....

By Shaun Jacobs - 13 May 2023

This article was published by Daily Investor.



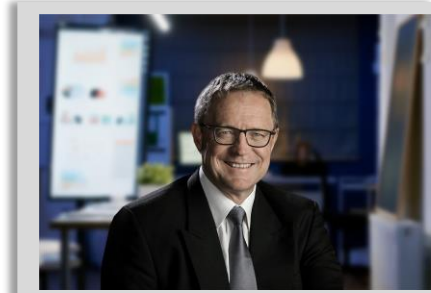
**1** Electricity generated from the private sector will exceed the output from Eskom's generation fleet by 2025, effectively replacing the state-run utility. This is according to research from RMB Morgan Stanley revealed in a webinar hosted by Anchor Capital.

Anchor Capital CEO Peter Armitage noted that Eskom is the single biggest risk to the South African economy. The utility's performance has deteriorated markedly over the last few years, with 2023 seeing record levels of load-shedding. However, Armitage noted that the narrative around electricity generation and load-shedding is beginning to change, gradually becoming more positive. The private sector is filling the void left by Eskom in a similar fashion to how private airlines filled the void left by the collapse of South African Airways. For instance, in the first quarter of 2023, South Africa imported five times as many batteries as it did in the whole of 2022. Imports of solar panels also reached an all-time high of R3.6 billion in South Africa during the first three months of 2023. This is estimated to add 667MW to 1,000MW of generation capacity.

**2** Data from RMB Morgan Stanley shows that the private sector, through renewables, will generate more electricity than Eskom by 2025. This is based on the assumption that Eskom will maintain an Electricity Availability Factor (EAF) of 53%, which is unlikely as the EAF has deteriorated markedly in the last 12 months. In 2025, RMB estimates that Eskom will generate around 25,200MW of electricity, just over 47% of its nominal capacity. Alternative energy sources will produce 26,600MW in 2025 — up from 13,300MW at the end of March 2023.

## Privatisation by stealth

Efficient Group chief economist Dawie Roodt said that this is a "back-door kind of privatisation" with Eskom privatising its distribution network and partially privatising its generation fleet. However, this "is not privatisation as policy". Roodt said the state is simply collapsing, and the private sector is merely taking over state functions. The privatisation process will continue, but he added that it will take 18 to 24 months before significant changes will be seen. The data from RMB supports Roodt's argument as the private sector will effectively replace Eskom's generation capacity by 2025. In the long term, electricity generation will be private, with Eskom merely distributing electricity with the utility being relegated to buying electricity from other entities and selling it on, said Roodt. This is echoed by other commentators such as Kokkie Kooyman, a finance sector expert at Denker Capital, who called the ANC policy "privatisation by stealth".



Gwede Mantashe, Minister of Mineral Resources and Energy



However, the government maintains that it will not privatise the utility. The Ministry of Finance explicitly said, "the government has no intention to privatise Eskom", and the utility's strategic assets will not be privatised. However, deputy finance minister David Masedo said the Treasury does not support a state monopoly in the energy sector, and they will not rely solely on Eskom to generate energy. Masedo's comments were echoed by Gwede Mantashe, Minister of Mineral Resources and Energy at Absa's Post-Budget Analysis. Mantashe said the government intends to "reform electricity supply from a monopolistic industry to a competitive one" per the 1998 White Paper of Energy Policy. The government aims to diversify electricity generation sources and "remains resolute in ensuring that such an electricity market structure comes to fruition". However, Mantashe added that it would be a mistake to "totally remove the public sector" from electricity generation.

## Informal Settlements encroaching on Eskom Servitudes

By Ziyanda Mdoda (From ESKOM)

1

Many years ago, Eskom acquired strategic servitudes for future expansion of the network across the country. Over the years many of these servitudes have been utilized to grow the network to meet the country's growing economy and demand of electricity. Unfortunately, the growing economy has come with a downside of illegal encroachments on the vacant servitudes and on some of the existing power lines. This is mostly due to the increased need of empty habitable land near developments.



2

These illegal encroachments have been a major problem for Eskom as it causes delays in the construction of new lines. The biggest challenge is in relocating the people who have inhabited the area within the servitude. According to the PIE Act of 1998, if you evict someone from a piece of land which is their primary residence, you need to provide them with alternative place to stay. Now Eskom does not have surplus land to move people to, we then must rely on external parties like the Municipality and the Department of Human Settlements to provide alternative land before we can start with this process. The eviction and relocation

process are a lengthy and often very complicated one as well with a lot of hurdles that delay the projects. The challenge of encroachments is even greater when the occupants have encroached on an existing line as there now is a safety element as well. Eskom lines carry high voltages and that is why it is always advised to steer clear of the servitude because if there were to be any fault on the line, it can lead to serious injury or even death. A person who permanently stays under a high voltage line is subject to static shock and Electro Magnetic Field interference, this becomes exacerbated during bad weather and may lead to serious injury.

3

In cases where we have settlements within the servitude Eskom conducts safety awareness campaigns to educate the people on the dangers of staying within the servitude. Constant monitoring is also one of the strategies we use to ensure that our servitudes remain clear especially in hot spot areas. Satellite imagery monitoring is a recent tool that we have started using to monitor larger areas of the network to see any changes when there are encroachments coming into the servitude.

New settlements are cropping up everywhere and it is up to all of us to be the eyes on the ground to monitor what is happening and notify the relevant authority. Illegal encroachments are not only an Eskom problem, but Rand Water, Sasol and other companies with infrastructure are also facing similar problems. People need to be educated on the dangers of inhabiting these areas illegally and be stopped before a whole settlement has been established.





## Golf news

### SARWA Annual Golf Day – 2022

SARWA hosted a Golf Day on 11 November 2022 at Glenvista Country Club, Johannesburg. In attendance, we had 16 golfers.

Each four ball represented a team competing for Betterball Alliance – 2 scores to count. The teams comprised of ① RAND WATER ② SASOL ③ LEICA GEOSYSTEMS and ④ OPTRON. The day started great with lovely weather, overcast with no rain predicted. After two and a half hours of golf the rain came and there was no further play. After only 9 holes of golf, it was time for the prize giving. The following golfers received trophies for their outstanding play: -

1. Longest Drive: Gerrie Olivier
2. Closest to flag on hole 8: Daan Mostert
3. 4 Ball alliance (2 scores to count)

Winning team: RW comprising Ivan, Wimpie, Daan and Viresh, and Runners Up: Sasol Team comprising Dr Nyathewa, Mlambo, Nene and Nkosi.



Thanks to our sponsors Leica Geosystems and OPTRON for the wonderful prizes provided. And for SARWA for sponsoring the green fees, halfway meal and snacks at prize giving. SARWA thanks all golfers for attending the 2022 golf day. Everyone enjoyed the day and wish that 2023 will be a bigger and greater event.



TEAM 2022



## Golf news

“Look out for October 2023 SARWA Chapter 83 Golf Day”

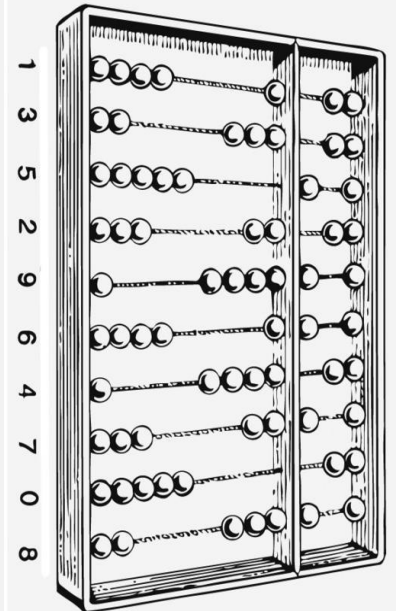


## more news

Former Eskom CEO André de Ruyter landed him a great position at Yale University in the US.



Former Eskom CEO André de Ruyter parted ways with the embattled power utility in February 2023, and recently landed a new job at the top Yale University in New Haven, Connecticut, USA. De Ruyter will lecture on topics such as renewable energy. This extraordinary CEO previously estimated that up to R1bn a month was being stolen due to corruption at Eskom, who subsequently cancelled coal supply agreements and construction contracts valued at R11bn as authorities crack down on crime.





## news SA



### RAND WATER: SUPPLY HAS IMPROVED IN MOST AREAS FOLLOWING JHB MAINTENANCE PROJECT

*Juliet Newell* | 15 July 2023

The water utility says systems continue to show improved supply following its 58-hour maintenance project which left parts of the city without water, or with low pressure. JOHANNESBURG - Johannesburg Water said as its systems continue to recover, there has been an improvement in most areas. Earlier this week, Rand Water carried out a 58-hour maintenance on its infrastructure, leaving parts of the city without water, or with low pressure. In an update, Johannesburg Water has said that Soweto and Lenasia systems continue to show improved supply.



### SANRAL to spend R1.165 billion on road infrastructure projects in EC.

Luvo Cakata | 13 Julie 2023

The South African National Roads Agency Limited SOC (SANRAL) recently unveiled two major road infrastructure development projects for the Great Kei Local Municipality, which have a combined budget of more than a billion rand (R1.165 billion). The two projects include the upgrading of the national R63 between kilometre 21.7 and the N2 past Qumrha, valued at R983 million, and the resealing of the N2 Section 16 between Mooiplaas and the Qumrha intersection, valued at R182 million. The projects are expected to commence from the second half of 2023. The scope of the R63 upgrade entails the widening and rehabilitation of the existing two-lane single carriageway, with geometric safety improvements and widening of the road, while the N2 Mooiplaas to Qumrha intersection project entails crack sealing, texture correction, edge break repairs, and resealing to improve and rehabilitate the road.



### Economic forecasts

Notwithstanding negative sentiment, The South African Construction Industry Report has pegged growth at 5% in 2023. It expects output to reach upwards of R232 million. Construct Africa's publication, the South African Construction Market Report, is more circumspect. It projects an annual growth rate stabilising at around 3% over a four-year period. In the 2023/24 budget, government committed R157 billion to infrastructure spend. That, together with the R2.2 trillion infrastructure investment plan announced two years ago, is good news for the industry.

### Renewable energy opportunities

The electricity crisis has forced government to make concessions around the roll out of renewable energy projects. The easing of administrative red tape, and a higher ceiling for private power generation, has escalated investment in renewables. Several large projects are expected to come onstream in the next six to 18 months. In its Capital Expenditure Project Listing for 2022, Nedbank announced R60 billion in funding for endeavours in the renewable energy sector. Excluded from that amount are three mega-projects the bank is financing. They are the (1) Green Hydrogen plant in Coega (R75 billion) (2) 5th and 6th rounds of the Renewable Energy Independent Power Producer Procurement Programme (R46.4 billion), and (3) Seriti coal mine wind farm project (R12 billion).

## news SA



### VALUER NUMBERS NEED BOOSTING TO AVOID POSSIBLE CRISIS.

4th August 2023 - By: [Bridget Lepere](#) - Creamer Media Reporter



**Dianne de Wet (President of the SAIV)**

**1** South Africa has fewer than 1 500 registered professionals in residential and commercial property valuation, and fewer than 650 valuer candidates; this demonstrates that property valuation is an untapped career path, says real estate property custodian South African Institute of Valuers (SAIV) president **Dianne de Wet**. She refers to the property valuers profession as "the best kept secret", stating that they are spread "very thin" on the ground. The gap between the demand for valuers and the number of valuers is so wide that the profession should be declared a "scarce skill" in the country. De Wet adds that valuers are required to perform various types of valuations for various purposes for the general public, various government departments such as public works and for various companies including those listed on the JSE.

"Most of our valuers come to the profession through other occupations, and more than half of the valuers in this country are older than 55, so when they retire, we'll be facing a crisis."

She emphasises that funding for internships and other opportunities should be made available to increase the valuers pool, adding that the institute is targeting schools and attends open days at universities to encourage students to consider this career path, and to advise them about opportunities in the field. Qualifying as a professional valuer is a lengthy process, but the rewards far outweigh the drawbacks, says De Wet. A four-year BSc degree in Property Studies is required, followed by about two to three years of working and gaining practical experience under a mentor or SAIV's branch executive committees under their Mentorship Programme. Through online and face-to-face interactions with mentors, graduates are guided through practical valuations and report writing to enable them to obtain sufficient experience to be admitted writing the South African Council for the Property Valuers Profession (SACPVP) board exam. Should the candidate pass the board exam, the candidate is then registered in one of the professional categories based on their academic qualification and experience. A national diploma and the required experience enable a candidate to write the board exam for professional associated valuers.

#### Valuation Considerations

Numerous factors – such as location, whether the property complies with the zoning regulations and other legal aspects, such as restrictions on title deeds – are considered during the valuation process. Unused bulk, also referred to as developable land on a site, is also considered if there is demand in the market for such further development.

"We look at vacancy rates, operating costs, risks to income flows and sustainability," she elaborates.

De Wet notes, "for instance, because of loadshedding, solar power is becoming increasingly important. Landlords need generators to keep the lights on. Diesel is costing landlords an absolute fortune. We are also finding that tenants tend to prefer a green building status, even if the base rentals are a bit higher, because commercial properties with green certification reduce costs".



Continue...

2

Valuers also consider future risks in terms of the economy, as this has a medium to long-term impact on value. An important consideration for commercial property owners is energy performance compliance in terms of the National Energy Act, 34 of 2008, which requires the net energy consumed in terms of kilowatt hours per square metre to meet the various needs associated with the use of the building, such as heating, cooling, lighting, ventilation, water heating, particularly for properties with a total net floor area exceeding 2 000 m<sup>2</sup>.

The regulations also apply to government buildings exceeding a total net floor area of 1 000 m<sup>2</sup>. De Wet notes that there are huge implications associated with noncompliance with these regulations with a fine of up to R5-million and/or imprisonment for a period not exceeding five years. She notes that property owners have been given a reprieve until December 7, 2025, by which time they have to have submitted their certificates to the Minister of Mineral Resources and Energy and, thereafter, display these certificates on their properties.

"But there is lack of verification capacity to deal with all those properties, so we recommend that property owners start the process as soon as possible because the fine for noncompliance is substantial."

De Wet also advises government to avoid relying on pricing as a determining factor when selecting service providers through tender processes.

"Smaller municipalities rely on a tender process and in my experience, the bids are sometimes so low that no good market research, data collection or accurate valuations can be done at that price."

Inconsistencies in tender processes often result in poor-quality valuation rolls, says De Wet.

"So, until those procurement policies change, all that we can do is recommend that they make membership of a voluntary association, as well as registration with SACPVP, a requirement for valuers to be appointed in terms of their bid specifications," De Wet says, noting that in this way, the municipality can at least be sure that the valuer is qualified.

Edited by Nadine James  
Features Deputy Editor

## other news...



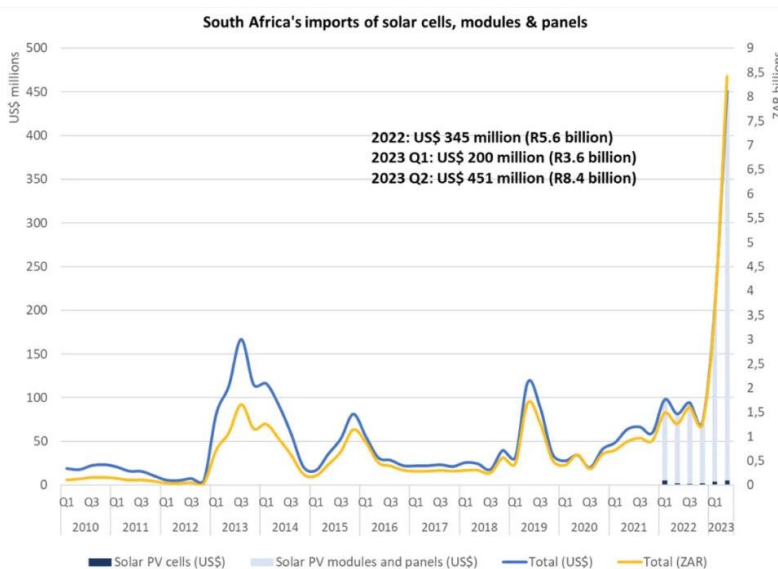
SA COUNCIL FOR THE  
PROPERTY VALUERS  
PROFESSION

Lourens Nel (SARWA International Director, Marketing & Communication Chair) was asked by the South African Council for Property Valuation Professionals, to present a briefing on Servitude Valuations for Land Acquisition, at the annual SACPVP Work school on the 23<sup>rd</sup> of August 2023.

## New solar record for South Africa

The import of solar panels has hit a new record, with R8.4 billion worth of panels being imported in the second quarter of 2023, over double the amount imported in the year's first quarter. The value of imports in the first half of 2023 is more than the entire value imported in 2022, which was R5.6 billion. R12 billion worth of solar panels have been imported by South Africans so far in 2023.

Trade and Industrial Policy Strategies senior economist [Gaylor Montmasson-Clair](#) said this is due to sustained demand from South Africa's private sector. Since 2010, South Africa has imported R35 billion worth of solar panels. Imports were initially supported by government investment into renewables but are now primarily supported by private investment. Based on the assumption that solar panels cost \$0.2 to \$0.3 per watt, Montmasson-Clair estimated that the R12 billion of imported solar panels is equivalent to roughly 2,200 MW of generation capacity. Following the same assumption, the country added 1,100 MW to 1,700 MW across the entire year of 2022.



Sustained demand is vital for building a local industry based on solar energy generation. South Africa has two solar panel manufacturers, ART Solar and SeraphimSolar. The latter is a Chinese company with a local factory. Increased load-shedding has pushed many South African citizens and companies to invest in alternative energy sources, such as solar. This is a particularly positive development in solving ongoing load-shedding in the country, with the private sector stepping in to bolster electricity generation. Data shared by Eskom and Professor Anton Eberhard [revealed](#) that South African households and businesses had installed 4,400 MW of rooftop solar PV. Eberhard posted data from Eskom, which showed that the country's installed solar rooftop PV increased from 983 MW in March 2023 to 4,412 MW in June 2023.

This 349% increase in solar rooftop PV significantly reduced the residual load that Eskom needs to meet during the day. Eberhard said it meant less load-shedding and more available energy for Eskom to restore its pumped hydro and diesel storage. The rapid increase in solar PV installations was expected, considering the higher stages and frequency of load-shedding over the past 18 months.

*This article was first published by Daily Investor*



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