

How do you deal with change?

By Khanyi Nzukuma, Chief Executive of Glacier by Sanlam

I recently had cause to re-read *Who Moved My Cheese* by Dr Spencer Johnson. Although over 20 years old, the parable about change is more relevant today than ever.

It tells the story of two mice and two humans who go out each day in search of their daily cheese. The mice understand that the cheese will eventually run out, while the humans fail to notice the diminishing supply and are caught off-guard when the supply of cheese completely dries up. It's a parable about appreciating what you have while still noticing when the circumstances around you change and adapting quickly to that change in order to survive and thrive.

These are a few of the lessons that we can apply in our daily lives – whether work or personal:

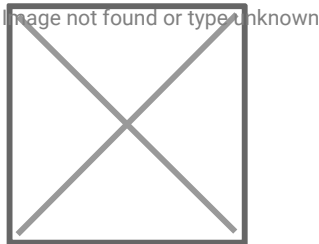
1. Change happens – don't be afraid to start again
Never stop looking for opportunities no matter how bleak things seem.
2. Anticipate change – don't be caught off-guard
Complacency won't serve you. Never rely on past successes – you're only as good as what you're doing right now.
3. Don't ignore change when you notice it
If you ignore the signs, they'll catch up with you eventually. Rather be flexible and adapt early on in the process.
4. Take responsibility for your actions
The humans in the story carried on consuming the cheese and when it was finished, they were too afraid to venture out in search of a new supply of cheese. The quicker you let go of an old situation, the sooner you'll be able to enjoy what comes next.
5. Act quickly and don't over-complicate things
It was second nature to the mice to go out and search for another supply – they didn't stop to second-guess themselves. Acting fast and exploring new options may lead to even better things.
6. Enjoy change
Put fear aside and enjoy change when it comes.
7. Learn to laugh at yourself
Humour helps us find hope in difficult times and helps us move on from previous mistakes.
8. Have a clear image of the end-goal

This helps with self-motivation and keeps you going when times are challenging.

Life moves on and so should we.

Spencer Johnson

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Khanyi Nzukuma

Khanyi Nzukuma obtained a BA in Psychology from Rhodes University in 1991. He then obtained a Masters in Business Administration from Potchefstroom University in 1998 and a Doctor of Psychology degree from the University of Johannesburg in 2011. Khanyi joined Sanlam in 1994, where he spent 11 years, starting as a Financial Adviser, and thereafter occupied a number of junior and senior management roles. He joined MMI Holdings in 2008, where he spent eight years, starting as a CEO of Metropolitan. In 2017 he was appointed CEO of Momentum. In January 2018 he left MMI and re-joined Sanlam as CEO of Glacier by Sanlam.

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Glacier Financial Solutions (Pty) Ltd.

A member of the Sanlam Group

Private Bag X5 | Tyger Valley 7536 | Email client.services@glacier.co.za | Tel +27 21 917 9002 / 0860 452 364 | Fax +27 21 947 9210 | Web www.glacier.co.za | Reg No 1999/025360/07

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Private Bag X8 | Tyger Valley 7536 | Tel +27 21 950 2600 | Fax +27 21 950 2126 | Web www.smmi.com | *Reg No 2002/030939/07

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Sanlam Life Insurance Ltd. | Email life@sanlam.co.za | Tel + 27 21 916 5000 / 0860 726 526 | Fax +27 21 947 9440

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