

Plan for 1 000 days and make every day count

By Khanyi Nzukuma, Chief Executive of Glacier by Sanlam

I recently had the opportunity to listen to a talk by Kevin Gaskell, the former CEO of BMW UK, largely recognised for the turnaround of Porsche GB during a time of recession. His talk centered around leading for long-term success but what stood out for me particularly was his emphasis on breaking goals down into a 1 000-day time-frame, and then making each day count.

Although Porsche was built in a recession, the company had a dream of being number one. Kevin's advice is to always dream big. Ask yourself if there's any reason why you *can't* be number one.

Why 1 000 days?

Breaking plans down into 1 000 days gives more flexibility to adapt and change as you go along. Keep the long-term goal in mind but focus on the steps in front of you. If things aren't going according to plan, acknowledge this and be flexible enough to make the necessary changes; take corrective action, change what needs to be changed, and then get back on track. This approach allows you to fix things as you keep moving toward your ultimate end-goal.

If 2020 has taught us one thing, it's that we need to be prepared for the unexpected and be both flexible and resilient in the face of change.

Keep calm and aim high

Your mindset is important - change your thinking and you'll change your limits. Don't believe that something's not possible, and don't aim low. Why should you *not* be world class?

Many, if not most, goals can be achieved in 1 000 days. I challenge you to decide what you'd like to achieve in the next 1 000 days, write it down, and draw up a plan to make it happen.

Commit – Know that things may be difficult and painful at times, but remind yourself why you're doing what you're doing.

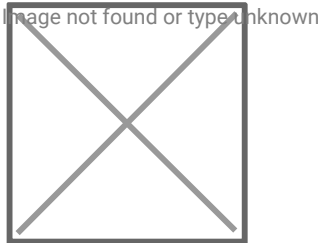
Connect – Bring together the people and resources you need; and finally,

Create – You'll know you're on track when you feel inspired and when you start to see progress

along the way.

Make a positive decision and dare to dream. I wish only the best for you in 2021.

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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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