

One Race, The Human Race, **NOW!**



Neil Wright



**One Race, the Human Race,
NOW!**

Published in 2017 by Wright Publishing

website: www.wrightpublishing.co.za

Postal address

Suite 69

Private Bag X 12

Cresta.

2118 Gauteng

Email: neilrouxwright@gmail.com

Copyright © Neil Wright

ISBN 978-0-6399120-0-4

Cover design and page layout by Flying Ant Designs

Email: ant@flyingant.co.za

Printed by Pinetown Printers (Pty) Ltd; Pinetown, KwaZulu-Natal

All rights reserved. No part of this publication may be reproduced, stored, manipulated in any retrieval system, or transmitted in any mechanical, electronic form or by any other means, without the prior written authority of the publishers, except for short extracts in media reviews. Any person who engages in any unauthorized activity in relation to this publication shall be liable to criminal prosecution and claims for civil and criminal damages.

One Race, the Human Race, NOW!

Neil Wright



Acknowledgements

I have, firstly, two authors to thank – Steve Taylor, who wrote *The Fall*, and Thomas Friedman, author of *Thank You for Being Late*. I devoted a chapter to each of their inspiring work. In Chapter 1, “Humanity’s Advance and Nelson Mandela’s Contribution”, Taylor provided me with the big picture with respect to the progress that humankind has made through the ages.

Friedman brought me up to date with the realities of this age of acceleration, stating that the biggest forces the planet faces are technology, globalisation and climate change, and that all are accelerating at once (this is detailed in Chapter 3, “Where Are We in the World City?”). Much of Friedman’s book applies to South Africa, where there are many similarities with what he says. But the world as a whole faces many of the same challenges.

There are several other authors listed in the bibliography at the end of this book whose work has influenced the writing of it, not least of which is Anthea Jeffery’s book, *BEE: Helping or Hurting*. It was after I read her book that I realised that I could not write about achieving practising managers without myself engaging this subject. And so Part One: “One Race, the Human Race, Now” was born. John Kane-Berman’s book, *Between Two Fires: Holding the Liberal Centre in South African Politics* was also insightful. He has an in-depth knowledge of the workings of our older political parties, going back a long time. The National Democratic Revolution is one example that he has shed light on for those who, like me, did not fully understand what this was about. Kane-Berman’s writing on this made for interesting, if somewhat alarming, reading.

I must thank Junior Ramovha for his assistance. He was one of the managers in my business. He later became involved in Sports Administration, and was chairman of Soweto Sports Council. His balance and maturity in all things South African was helpful, especially on the likely role sport will play in a progressive future. I also have Douglas Sickle to thank for his encouragement. He was also one of the managers in our business. He is a man of true faith. Towards the end of my writing this book, he has been battling with his health. He has kept in contact with me over many years and his positive attitude and sense of purpose has been an inspiration.

Then, my family. My good wife has had to be patient with me as the writing seemed never to end. I value the input from her, from her reading and her view of the positives in this country (she is a German citizen). She is passionate about our nature and wildlife, and also the wonderful vibe we have in South Africa.

Then Jill Franks who typed the book, and was able to read my handwriting from the copies emailed to her; she would then email back the typed versions. We have been doing this for some 25 years. She is certainly a valued link in this chain of events that will eventually see the book published.

Anthony of Flying Ant Designs, did the cover, layout and prepared the book for printing. It is the sixth book Anthony has done for me, he does a fine job. Thanks Anthony.

The authors listed in the Bibliography – many are kindred spirits, determined that we in South Africa should succeed, stand firm and continue with Nelson Mandela's legacy.

Thank you
Neil Wright

Abbreviations and Acronyms

AA	Affirmative Action
Acsa	Airports company of South Africa
AI	Artificial Intelligence
ANC	African National Congress
APIs	Application programming interfaces (Apps)
BEE	Black Economic Empowerment
BIC	Business International Corporation
BLF	Black Land First
BMF	Black Management Forum
BPC	Black People's Convention
CEO	Chief Executive Officer
CFO	Chief Financial Officer
Codesa	Convention for a Democratic South Africa
CO ₂	Carbon Dioxide
COO	Chief Operations Officer
Cosatu	Congress of South African Trade Unions
DA	Democratic Alliance
EED	Economic Empowerment of the Disadvantaged
EFF	Economic Freedom Fighters
Eskom	Electricity Supply Commission
FDI	Foreign Direct Investment
FET	Further Education and Training
GDP	Gross Domestic Product
IA	Intelligent Assistance
IFP	Inkatha Freedom Party (previously Inkatha Yenkululeko Yesizwe)

IPV	Intimate Partner Violence
LED	Light Emitting Diode
MOOCs	Massive Open Online Courses
NDP	National Development Plan
NDR	National Democratic Revolution
NP	National Party
NUM	National Union of Mineworkers
NUMSA	National Union of Metalworkers of South Africa
PAC	Pan-African Congress
PFP	Progressive Federal Party
Prasa	Passenger Rail Agency of South Africa
RET	Radical Economic Transformation
SAA	South African Airways
SACC	South African Congress of Churches
SACP	South African Communist Party
Sactu	South African Congress of Trade Unions
SAIRR	South African Institute of Race Relations
SAR	South African Railways
Saso	South African Students Organisation
SAU	Southern African Union
SOEs	State Owned Enterprises
SRC	Students Representative Council
UCT	University of Cape Town
UDF	United Democratic Front
Wits	University of the Witwatersrand
WMC	White Monopoly Capital

**This book is dedicated to
One Race,
the Human Race.**

Contents

Acknowledgements	..... 4
List of Abbreviations and Acronyms	..... 6
Dedication	..... 107
Part One: The Appeal for “One Race, the Human Race, Now!”	
Chapters	
1: Humanity’s Advance and Nelson Mandela’s Contribution	..... 13
2: Where Are We, Socially, Politically and Ideologically?	..... 35
3: Where Are We in the World City?	..... 51
4: The Leadership of Jacob Zuma and the Revolutionary Stance of Julius Malema	..... 77
5: Land Reform and Modern Realities.... Including Moving to the Cities	..... 99
6: Relationships: Towards a More Humanitarian and Productive Society	..... 115
7: Economic Realities: Drivers, Brakes and Threats to the Economy....	..... 137
8: The Indaba for One Race, the Human Race, Now!	..... 165
9: Development of Common Goals, Socially, Politically and Economically	..... 177
Part Two: The Practice of Management: The key to making transformation in South Africa lasting and harmonious	
10: Dualism as a Concept for Greater Understanding and Awareness ....	..... 213
11: The Practice of Management and the Business Entity	..... 225
12: The Effective Manager	..... 237
13: Marketing Update	..... 249
14: Leadership Insights	..... 263
15: Coaching and Instinctual Leadership	..... 275
16: Execution: Making it Happen	..... 285
17: Compliance	..... 291
18: Harmony in the Workplace	..... 297
19: Structure and Strategy	..... 303
Afterword	..... 315
Management Authorities	..... 317
Glossary	..... 323
Bibliography	..... 328
Appendices	..... 331

“No liberation is so great – and I speak here from deep personal experience – as the gift of seeing every human being simply as a human being, not as a member of any race group.”

Educationalist Rex Pennington

*Former rector of Michaelhouse and principal of
Pace Commercial College, Soweto*

PART ONE:

THE APPEAL FOR ONE RACE, THE HUMAN RACE, NOW!

For the practice of management to be effective and work, and for it be a force to transform our society, we must not have legislation that discriminates South Africans on the basis of race. This is irrespective of our apartheid past. That we need Transformation is a foregone conclusion. However, there are better drivers for transformation than using the social engineering of legislation.

"I read your remarks about BEE with interest, recalling disagreeing with one of your early books that you asked me to edit – I thought you were being much too politically correct in your support of it. To me it was blindingly obvious that there is no place for that sort of restorative discrimination in any sustainable economic system. If the government thought it was a good idea at the time they should at least have put a sunset clause on it."

– A view from outside South Africa

Chapter 1

Humanity's Advance and Nelson Mandela's Contribution

INTRODUCTION

This chapter sets the scene for the book, gives us a background and without spelling it out too much, the inevitability of our belonging to “One Race, the Human Race” is made apparent. It is the “Now” that is my challenge in this book.

The chapter places Nelson Mandela at centre stage. He was an exceptional person, up there with the greats in contributing to humankind's historic progress. He well deserves to be described as an enlightened strategist....this dispels any notion that he compromised anyone's future. He was no sell-out and if he did not advocate the take-over of land without compensation and the nationalising of banks and mines, he had good reason – this to the benefit all South Africans....in our transformation.

Steven Taylor's book, *The Fall*, has influenced my writing of this chapter. The insights included here will help us in South Africa to dig deep. I use the term “think tank” a great deal in this book. There is a huge responsibility for us all to reflect on the emotive aspects of our lives, to consult widely, listen and think before drawing conclusions. Mandela did this; our challenge is to benefit from his wisdom and empathy.

While South Africans have their own squabbles, there are bigger world threats that need our attention. Poverty and inequality are a worldwide phenomenon, as is climate change, the threat of terrorism, IS, etc. We can't ignore these things, they are bigger and more dangerous than our South African problems. This makes settling our differences even more urgent so that we can face these bigger challenges.

Man's Inhumanity to Man and how it arose

"I have cherished the ideal of a democratic and free society in which all persons live together in harmony and with equal opportunities."

These were words delivered by Mandela at his Treason Trial – his ideal for humanity. The passing of Nelson Mandela coincided with my reading of Steve Taylor's book, *The Fall*...a book that covers the last 6 000 years of our human existence. The book begins by taking us back to when early man lived in peace and harmony.

Steve Taylor

"*The Fall* – one of the most notable books of the century," is how the book was described by the *International Journal of Transpersonal Studies*.

Taylor lectures in psychology at Leeds Metropolitan University in the UK. His main interest is in transpersonal psychology, which investigates high states of consciousness and awakening experiences. He received his PhD from Liverpool's John Moore University.

Taylor's books have been published in 18 languages in countries around the world. The historic development of humankind has not been static. His recording of this history and his analysis of "how?" "why?" "where to?" is enlightening. He adds to our sense that through role models like Nelson Mandela, the world is returning to the harmonious place it once was.

Life up to 4000 BC

People seemed to have lived in peace with each other; they were mostly hunter-gatherers. There was gender equality, little evidence of warfare; individuals seemed to experience a psychological sense of well-being and were in harmony with nature and the greater cosmos.

Today we still have indigenous groups remaining, some maintaining the remnants of lifestyles that date back to before 4000 BC – our own San People (Bushmen), Australian Aborigines, and some Native ethnic groups from North and South America. Some endemic African tribes also lived in peace with each other. The Ubuntu tradition often emphasised by Nelson Mandela doubtless stems from these times.

As far as we know, there was no aggressive conflict in the relationships and customs of the early hunter-gatherers. There seems to have been an absence of jealousy between partners. A wife was not a man's possession. God was not viewed as some super spiritual being only aligned to man. They believed in a holistic spirituality that permeated the whole of nature and the cosmos. Nature

was sacred and hunting was to satisfy the need for food....gratitude was expressed in certain rituals to mother nature for the sacrificed animal.

The Fall from 4000 BC

Something happened around 4000 BC....*the Fall*; mankind changed, and this change in behaviour arose as a result of severe climate change. This took place in Central Asia and the Middle East, Saharasia. The now drier and harsher climate made survival difficult; this sharpened man's sense of individuality, every man for himself – the need for survival became paramount.

For people living in Saharasia peace and harmony ceased to exist after *the Fall*. Wars became the order of the day, there was conflict, oppression of others, slavery became part of economies, apartheid and xenophobia were almost the norm. There was much cruelty, social oppression and inequality. In Africa, when the slave trade reached its peak in 1780, an average of 80 000 Africans were being transported per year to North and South America. These practices of inhumanity lasted a long time.

In this period after *the Fall* the world was not a safe place to live in. Even the elite lived by the sword and died by the sword. In the Roman Empire, of the 79 emperors, 31 were murdered, 6 were forced to kill themselves and several more disappeared under suspicious circumstances after feuds with enemies.

It was survival of the fittest; competitiveness became keen, a striving to outdo others, there was much experimentation. This led to the beginning of science. It brought in many technological inventions including the most lethal weapons for killing and conquering new lands. These gave empire builders a superior edge. History is littered with despots who plundered and killed mercilessly with the best technological weapons available.

Three main characteristics human societies at this time:

War first;

Patriarchy or male domination second;

Social inequality third.

These are given by Taylor. The male, being the stronger sex became the dominant force in this era of conflict, patriarchy and male domination. None of the wars were led by women. Women were mostly the victims of this oppression.

"Ego Explosion" of men dominated this new era of survival of the fittest. Taylor describes male ego as the main difference between the males of this generation and the males before *the Fall*.

The Ego Explosion also gave us great philosophers like Plato, Socrates, Aristotle and Kant. These brilliant men of their time were stretched to think “how can we make the world a better place to live in?” They came up with democracy and human rights.

Humankind’s survival has done well, in spite of everything. DNA tests suggest that all human beings alive today are descended from a few thousand people who left Africa 125 000 years ago. During these 125 000 years humankind has spread throughout the whole planet – the world population now stands at ±7 billion and is said to be heading for 9 billion by 2050. This is in spite of all the wars. An estimated 30 million people died in wars between 1740 and 1897; in the First World War (1914–1918) between 5 and 13 million died; in the Second World War, a staggering 50 million died.

Destruction of the environment

What man did to nature after *the Fall* is devastating – deforestation, wholesale killing of animals and fish, including the murder of rhinos and dolphins; many species becoming extinct or threatened; pollution of the atmosphere, the build-up of carbon dioxide and the resulting global warming leading to climate change with its floods, excessive heatwaves, droughts, etc. No reverence paid to mother nature’s creations, only a self-centered entitlement that saw nature as there for the taking – this in total contrast to man’s earlier reverence and appreciation for nature.

Some self-destructive elements of man

This era after *the Fall*, with the Ego Explosion and fight for survival, brought in its wake some horrible characteristics of man – e.g. crime, alcohol and drug abuse, and rape.

Crime

The development of crime in our history has become a huge factor in our lives. Violent crime stems from aggression and a lack of empathy.

In the time of the hunter-gatherers there was very little crime. People did not possess things, there was sharing. There was little evidence of rape or child abuse. There was gender equality, people were generally at peace with each other....why would you want to inflict pain on someone?

Research has shown that two thirds of all murders today are the result of men feeling they have been disrespected – the act is done to save face or regain loss of status. In some cases crime is a direct way of satisfying the isolated ego – the need

to be someone. This behaviour has its roots in the Ego Explosion of man from after *the Fall*.

Alcohol and Crime

The relationship between crime and self-esteem may be part of the reason why so many acts of violence are committed under the influence of alcohol. Alcohol has the effect of intensifying the ego and generates an intense need for self-assertion. Alcohol creates an accentuated feeling of power and self-importance – this makes a person's identity more easily threatened, when a person is drunk they often feel more important than their status merits, so they are more sensitive to slights and ridicule.

The gang wars in the Cape are mostly associated with alcohol and drugs. The paragraph above is a good explanation of what happens – the egos are easily hurt, resulting in acts of violence.

Empathy and Crime

The abuse of people, mistreating them, stealing their goods, is only possible when the perpetrators do not have a sense of empathy – they do not care about the victim.

This is the reason why crime by women is much less prevalent than crime by men; women have a greater capacity for empathy. Later in this chapter we discuss more about the differences between men and women, and how the degree of empathy they manifest has a great deal to do with these innate differences.

Rape

Rape comes about when a man has a pathological inability to empathise with other human beings. The defining characteristics of rapists are their psychic detachment and isolation, and a total inability to empathise with the women (or children) they abuse. How else could rape be possible? It is related to other crimes in general with which brutality and violence are associated.

Happiness and Contentment

Humans often find it difficult to be happy, suffering from different kinds of psychological malaise, e.g. depression, drug abuse, eating disorders, self-mutilation and so on. They spend much time oppressed by anxieties, worries and feelings of grief or regret, and negative emotions like jealousy and bitterness.

In the workplace, research has shown that many people are bored and don't participate, they are not involved with what they do and lack self-esteem. This may

stem from a lack of empathy on the part of the practising managers. People require recognition, respect, genuine interest. That was one of Mandela's strengths, he made all who came in contact with him feel special.

The Future and the Past

The "Unfallen" people did not have the same preoccupation we have about the flow of time. The future and the past had very little meaning to them; whereas our preoccupation with the future and the past alienates us from the present, to them the present was the only reality.

Death also looms large with the Fallen and can become an unhealthy preoccupation. It can also be a taboo subject, like sex – not spoken about. Whereas before *the Fall*, death was part of the seamlessness of nature. Death and what happens after death is a major part of our relatively modern religions (not all of them), heaven being the reward for a good life and one's acceptance of a particular saviour etc; it is all about man wanting immortality, and fear of death, including an extension of the Ego.

For ancient man before *the Fall*, immortality was vested in the present. Nature's creations were immortal, not man. The Jewish religion does not believe in a life after death. I did not know this until seeing Woody Allen's film, *Café Culture*....just shows how little I know about our fellow countrymen's religion.

The Trans-Fall Era

The optimistic part of Taylor's book is the evidence that the world is changing – "returning to the era before *the Fall*". Mandela is an iconic personality in this change. Taylor calls this historic phase the *trans-Fall* era. Evidence for this change is the growth in the number and quality of our democracies. There is more gender equality, slavery ended, apartheid ended. There have been less wars and atrocities and a human rights culture is developing, protecting the rights of all people irrespective of race, creed, gender or age, and including the disabled and infirm. Nature conservation and protection of endangered animals is given prominence by many nations.

There is definite evidence of the world becoming a more peaceful place – fewer wars, higher standards of living, freedom of opportunity for more people, less despots ruling countries, etc. But the conflicts are not over. There might not be another World War or Europeans at war with each other; however, conflicts in the Middle East between Israel and Palestine persist. Iraq, Syria and Afghanistan are not at peace, the entry of the Jihadists to form an Islamic State (IS) has resulted in the loss of many innocent lives. The biggest blight on the screen may be Syria –

millions of people displaced and a few hundred thousand killed and all the Syrian people ever wanted, so we believe, is democracy and not to be ruled over by a dictator.

Then, in Africa, the Central African Republic, South Sudan and parts of the Congo are in conflict, democratic means are not being used to settle disputes, and ongoing armed struggle has developed in these regions. Among the worst scourges is Boko Haram causing devastation in the north of Nigeria, while in Kenya and Somalia devastation has been caused by Al-Shabaab.

North Korea is another country where the power of life and death seems to be in the hands of the elite leaders – little evidence of democracy there either. Putin's domination of Russia and his recent interference in the Ukraine with his occupation of Crimea is alarming and a threat to democracy in the entire region. Tayyip Erdogan of Turkey has become a virtual dictator after a referendum that gave him just over 50% of the vote. Not good news for that country, repression and hardship ahead as the benefits of the openness and freedom of a democracy are curtailed. Brexit in Britain and Donald Trump in the USA gave a message of more protectionism, a move against globalisation and a fear of immigrants.



The winning of the Rugby World Cup in 1995, and Mandela's role in South Africa's win, as told in the film Invictus (based on the book Playing the Enemy by John Carlin) was a major act of reconciliation.

Summary and Conclusion

In South Africa we can definitely say that Mandela saved our country from a certain horrible conflict – this was part of the legacy of Mandela. He was an outstanding individual endowed with courage, wisdom and humanity. He believed in the collective....he alone could not achieve much, but together with his political party the ANC (African National Congress), they achieved a democratic government with one of the most humanitarian constitutions in the modern world.

Nelson Mandela can be credited with knocking the final nail into the apartheid coffin. He did more than end apartheid in South Africa. His concern was for the well-being of all the races included in a united South Africa. He actively promoted

Who is Neil Wright?

I am conscious of the question, “Who is Neil Wright to write such a book?” I am one of those average guys in my bonus years. I love business and people (the Human Race) and my prime interest is how business and people achieved so much through the “Practice of Management”. For me, including two parts in this book was essential: Part One on the socio-economic political environment; and Part Two, the practice of management and the tools of management needed to return the country to prosperity. Both parts are essential for transformation. This is my sixth book, but the third on the topic of management.

Neil and his wife Liesel recently moved from Kloof in Durban to Johannesburg; they are now nearer to their Wilderness reserve and Game Lodge on the Soutpansberg. Neil sold his transport business, Rent a Truck (Pty) in 2000. Since then he and his wife have owned a Gallery, and he has also assisted his son in running his Coffee Shop in Kloof.

Other books written by Neil Wright:

- *Numbers in Our Lives Part One & Two*
- *Carrier Value*
- *Meeting Carl Roberts*
- *Following & Leading in Management South Africa*
- *A Potter's Tale in Africa*



Past President Nelson Mandela.



A growing tide of discontent.



2017 President Jacob Zuma.

How did we move from the inspiring moments of Nelson Mandela’s release after 27 years of incarceration, and the euphoria of our first democratic elections in 1994, to state capture and the disaster of Jacob Zuma’s reign – a controversial President with over 800 charges of corruption pending?

More importantly, what can we as a nation do about it?

These are big issues – but Neil Wright does not pull any punches in bringing them out in the open and is not shy to give his opinions and possible solutions.

His core message is that for true transformation to happen, it has to happen from the inside out, not imposed from the top down. By embracing the concept of “One Race, the Human Race, Now!” South Africans have the chance to emerge from present challenges and finally shake off the shadow of our divided past.

About the Author

Neil Wright was a successful businessman in both pre- and post-apartheid South Africa. His holistic approach to running his transport company for 28 years has lead him to become an author of both business and art books for the past decade. This is his 6th published book.

