

PERSONALITY OF THE WEEK

Helping people to live their dreams

IMPTI DU TOIT

HUMAN resources consultant Ute Gass's business philosophy is "dream it, believe it and live it".

Truly passionate about developing people to their full potential and heavily involved in skills training, she is indeed helping many to live their dreams.

Ute believes that if people are given the opportunity to blossom, they will be motivated to contribute towards production efficiencies and quality standards – a winning situation for all.

Through her training and development business Skills2U, which has a training centre in Epping, she assists companies to implement workplace skills plans.

Her Paarl-based company Ute Gass Human Resources strives to introduce "the right candidate to the right job" so that the corporate client can achieve its strategic objectives, and the candidate can develop and grow within that position.

A registered skills development facilitator and national vice-president of the Association of Personnel Service Organisations (Apso), Ute strongly supports the Skills Development Act, which has brought about "mechanisms to facilitate continuous professional development, and learnerships to cater for skills gaps in all industries".

Her feelings on the Employment Equity Act echo those of Mamphela Ramphele, former vice chancellor of UCT, who was quoted in the media in 1998 as saying: "We need implementation, training and development strategies to 'grow the timber' – to give the youth of this country symbols of hope to identify, recruit, develop and retain the best people from the widest pool of talent."

Ute sees the two acts as "soulmates that tied the knot in April 2000", allowing everyone to share in a vision of a highly skilled nation with equal opportunities for all.

She says that by realising our interdependence and our "shared sense of humanity and reality" we can expand into realising

our full potential.

"Companies that embrace these challenges will be able to retain the best people."

Human capital is our biggest asset – but knowledge is not enough if it is not applied, she says. "On-the-job training, structured learning and career pathing are priorities among top calibre individuals. Retention based on salary and benefits is no longer enough to ensure that people walk the future road with the company."

Ute says her business is committed to unleashing the potential of individuals to ensure that South Africa can and will be recognised as a global economic force, and to create opportunities that encourage skilled people to remain in this country.

"These individuals would coach and mentor others.

"By linking hands through communities, industry and government, we could succeed in our collective vision of the right to equal opportunities for all."

Phone Ute at 021 872 8552.



Passionate: Ute Gass believes people are the true wealth of the country.