

Summarize aims and objectives having a broad vision

[Business](#), [Management](#)



Summarize Invictus is a film based on real events, which tell show Nelson Mandela, a man who has spent 27 years in jail due to the struggle against apartheid in South Africa (condition of being separated) was elected as president. The President Nelson Mandela maintained a leadership despite that all South Africans with the same skin color excluded him, making them believe that they could not occupy positions in the government or even participate in the presidential elections.

Mandela dreamed of a different, free and democratic South Africa, in which all people could live in harmony and equal opportunities, applying it since his first day of government, integrating his cabinet with people of different colors. Mandela was a person who from the beginning had clearly defined his aims and objectives having a broad vision of the future, which allowed him to stand out as a fighter, entrepreneur and optimist in search of reaching his goals, getting to know his qualities, which defined his personality and his abilities to develop his great leadership. Thanks to this, many people began to follow him and they began to see him as an example, since he represented an example to follow setting the pattern of how to lead to the success. In the film it can see how Mandela maintains a high self-esteem despite of his color, loves the life, feels happy with himself and recognizes the good in other people, as he did with the Rugby national team.

Mandela acknowledged that the country needed to feel great, for what he identified that the Rugby could achieve, for it, he decided to call the captain's team in order to motivate, encourage, inspire and let him know that he really relied on the team, in addition he commented to him that the team

should develop the skills through effort, fitness and constant training not neglecting motivation. Thanks to the motivation and confidence shown from the beginning in the players, Mandela contributed to the success at the end conquering the world championship. (Eastwood, 2009) Processes of successful change The apartheid was something pretty intense which was lived in South Africa, but at the same time, it was very useful for the history of the country, owing to thanks to this event, Mandela could fight to change the laws, avoiding the unleashing of a civil war between the different color cast. Based on this, it can be obtained valuable and concrete lessons at the moment that a person wants to face deep changes within the organizations where in most of cases there are groups with opposed positions.

Some of those lessons which the film could leave us would be:

- Take the time to listen and connect with the involved people, instead of trying to impose their will or put distance by emphasizing the hierarchy. Mandela realized that to be able to liberate South Africa it was necessary to include the whites in the process, for that, while he was in prison, he concentrated on getting to know his fellow prisoners and contact each of them, coordinating several meetings with key people of the government where their main objective was only to know each other, developing a relationship that could sustain the political negotiations that could take place later.
- Understand, accept, recognize and consider the fears by the both parts. Mandela mentioned that the course to a negotiated solution was a formula that seemed very easy: the reconciliation of the fear of white people with black

aspirations, in the communique of the party to which Mandela belonged (CNA) quoting " The ANC is very concerned to address the question of the concerns that whites have about the requirement of a person, a vote, " he said. They insist on guarantees to ensure that the expression of this demand does not lead to the domination of whites by blacks.

We understand these feelings and the ANC wants to address the problem and find a solution that suits both whites and blacks in this country. " (Eastwood, Client (2009: Invictus (Film))) He just got out of prison, met with the Afrikaner journalists (white South Africans) and made it clear that he was going to fight so that both breeds were friends and South Africa was directed towards only one way. In the final of the Rugby World Cup, where the South African national team (Springboks) faced the national team of New Zealand, Mandela, already been president, decided to enter the field of the game with the Springboks shirt, at the time he did the people surrendered and were cheered by all the people and it was at that moment that the liberation struggle of the South African people came to an end, not only to free the blacks from captivity but to free the whites from fear.

· Little gestures can be worth more than thousands of words. Mandela always took care of his guests with the greatest respect and dedication, making them always feel comfortable and special, details such as getting up to say hello when the other person came in, introduce himself humbly and serving the tea personally were small details that can go through an environment of trust and comfort for the people. Tell personal stories is a very powerful tool to generate trust in people and Mandela was an expert in

using this useful tool, he laughed while telling his anecdotes, an example was when he summoned the captain of the springboks to a meeting with the purpose of forging a relationship with him to prepare for the rugby world cup the following year (2015) telling him an insubstantial story, a story that was useful, because it helped create precisely the intimacy and complicity that the president wanted to establish with the captain of the team, in that way Mandela found a way to reach the heart of the overwhelmed rugby captain by making him feel like part of his family. Mandela always takes care and respects the symbols of both parties wisely using them to pass a message when necessary, for example, when he put on the hat and then the springboks shirt, the symbolism was hallucinating, for decades, Mandela had represented everything that the whites feared most, for a long time the team's shirt had been the symbol of what the blacks hated the most, and suddenly both negative symbols had come together to create a new one, which was constructive and good positive and the only responsible that great fusion had been Mandela.

Appeal about what joins us Mandela managed to unite the entire South African nation behind the triumphant rugby team, made everyone (black and white) and feel part of something bigger and forget their differences, in this way, the main objective of their presidency had been fulfilled in a year, thanks to the rugby team managed to stabilize the policy of a country for the first time since 1652. (Unknown, 2013) (Eastwood, 2009) (Leliaert, 2017) The Ability to Know How Forming a Team The film also talks about teamwork, which is an essential issue within organizations, since it is one of the most used work tools throughout life in general, in fact, life itself is a team effort, from the moment we have the use of reason, we have

to work as a team, within the family, school and other daily activities. Taking a reference to Invictus' film, President Mandela, realizing that society was very divided due to the racial separation that had long prevailed in the country, he tried to unite the country through the highest links of government, such as it could be seen in the scene where it is observed as the first day being president, all white employees were picking up their things because Nelson being the first president of the black breed and due to the aforementioned racial separation thought they would be fired, Mandela realized this and called everyone present to a meeting where he gave a speech in which he encouraged them to work as a team to help a country that suffered from a very large delay. Something that must be recognized Nelson Mandela is that he always knew how to motivate himself, since after having been almost 35 years in prison for being an activist, he left motivated to continue fighting for the equality of all races in his country. In addition to knowing how to motivate other people such as the captain of the national rugby team, a mediocre team, which had never excelled, Mandela after attending a game realized that many people followed the team and could be an area of opportunity to fulfill your objective. Mandela summoned the captain in his office to talk to him and in that talk, he explained all the things that had happened inside the prison and then questioned him, about what he was doing to be a leader and how he motivated his companions.

At the end of the talk he comments on a poem that he always read and that he had helped a lot to move forward, the captain set this too much and from there he was much more active with the rest of his teammates, finally

winning the world cup more than for himself, for that motivation and teamwork. Another scene where Mandela's leadership to work as a team can be observed, occurred when the head of the bodyguards were astonished and bothered by the arrival of the new white escorts, since in the past these escorts had tried to assassinate him and now they had to work together with them, to which Mandela responded that they would give themselves the benefit of forgiving to lose their fear by telling him one of the most significant phrases of the film "forgiveness cleanses the heart and fear (fear), use it" (Eastwood, Client (2009: Invictus (Film))). Mandela wanted to convey to the people, whites and blacks that he was forming a team where those who protected him, were not only black, but white as well, which would be evident because every time he went out on TV, or at public events, people would see that their bodyguards were of both races, that was the best example of confidence, and of forming a team where no one was excluded. The scene where the black and white bodyguards end up playing together rugby is very moving, because after living so many divided years, watching them play together, it caused a lot of emotion to Mandela, as he realized that his seeds were really bearing fruit.

(Eastwood, 2009) (Leliaert, 2017) Management of Leadership a Critical Way One of the best scenes of the film is when the newsports committee made up of black people decide in assembly to finish with the national rugby team the Springboks, because this was the team of the white community, due to the black community played football and loved the rugby. At that time Mandela appeared just after the decision and he did not

tell them that they have made a bad decision, but using a language that retained their self-esteem of people telling them that they have made a decision without having all the necessary information, and in a hurried way, he explained to them the reason for the need to keep the Springboks in spite of the fact that their people wanted everything that was white symbols to be destroyed. Mandela at that time said "The people are wrong and I am their elected leader .

.. it is my duty to let them know ...

you wanted to elect me as their leader, let me guide you ... the day I was afraid to take my chances I would cease to be a leader". (Eastwood, Clint (2009: Invictus (Film)) Both Mandela and Francois Pienaar had to face their people, who in a moment saw them as if they were in favor of the other party, but in the end, they end up imposing the power of their vision.

(Eastwood, 2009) (Leliaert, 2017) Mandela's Mindset (Collaborative) Among the topics seen in class, we have seen the different types of mindset that a manager could have depending on him/her own personality and him/her own essence, in this case, Mandela's personality reflected a collaborative mindset, since for Mandela the human factor was the most important factor. Mandela knew perfectly well that the trust in people was essential for his goal of work, in addition, to communicating information as well as sharing it, since the exchange of information can be a very important factor for joint synergy.

By sharing information, allowed to Mandela's collaborators to increase their effectiveness. (Simoons, 2017) During the film it was clear that to achieve a

change within the nation, it was necessary to work with that factor, it had to start with a small team in order to expand it more and more, owing to with the gestures of attention towards the people, he reminded them that there were crucial values ?? such as respect, equality and justice which would allow the wellbeing not only of a few, but also of millions of inhabitants, so he tried to spread his philosophy. The interest of each of the people who worked with him was important for them to become trusted people. Overcoming the reality of apartheid in which South Africa was set, it was undoubtedly difficult, but not impossible. Perhaps, without Mandela within the power, the period to achieve the desired new equilibrium and democracy, would have been longer and more complicated, since the inhabitants had been damaged and limited, per adventure, without him, the Africans would not have sought integration but rather their expectations would have turned in order to punish those who punished them.

It is necessary that who exercise leadership provide security. Mandela knew that the trust towards the others, would achieve the union and for that reason he reached that the South Africans at least for moments, shared the same triumph and the same effort; He also seeks social, economic and political recognition internationally to attract investment and wealth to his country, avoiding misunderstandings and negativities at any cost, so his friendly and objective role resulted in his country was mainly recognized. He always maintained faith and was not an insensitive and authoritarian leader, but he exercised leadership and motivation rather emotional, as he knew his strengths and weaknesses, Mandela was innovative, informed and supported

the ideas of others. He empathized with the feelings of the people and he also expressed his emotions, managing to connect very emotionally with those around him.

His optimism and enthusiasm reflect the key to the success of society and change in the nation. This leads us to assume internally and think that in order to do things well and achieve good and successful goals, we have to start with ourselves, ergo, if we put enthusiasm, dedication and optimism, the things will be achieved in a good way. If one is negative and the person does not dedicate himself/ herself to her/his work and her/him does it unwillingly, the objective will not be achieved as desired and will not be successful. We always should put ourselves in the place of the other and not judge by how they look or appear to be the people, inasmuch as we will have a bad idea of ?? how that person, without first knowing him/her. We always must to support and help others.

The film emphasizes that a great leader does not achieve change by using power, if not preaching by example, always keeping in mind those powerful tools that are guiding and knowing how to inspire. Determination is one of the greatest virtues or it could be better said as an action that motivates us to achieve our goals, our dreams and our goals in life. In the film Mandela exercised leadership in excellence, since he used his personal characteristics as charisma, respect and humility as well as he developed potentials throughout his life, such as learning with which he got a new way of seeing things that he could transmit to a whole country.

(Leliaert, 2017) (Eastwood, 2009) Conclusion In conclusion, Invictus is a film that really conveys a message and makes that it thinks a lot, racial discrimination has always been a big problem and personally I think it cannot judge a person simply because of the skin color he has. The way in which Mandela motivates the captain of the team and transmits his vision is impressive, since from that moment his way of seeing life changes, he begins to look for ways to inspire and motivate the team so that they can win, Pienaar put himself in the role of Mandela when he was in jail and reconsidered his approach of doing the things. Another relevant event was the way in which Mandela unified his country thanks to something simple like the rugby, it made me think about many things. If we all work as a team and stop being so selfish and fight for a common goal, we would grow as people and get good and positive results.

The form Mandela focused on Rugby, it seemed to me an extremely good strategy, since the sport always unites people. What most impresses me was how the people are able to leave everything behind and forget their past to have a better future. As much as there was a huge separation, little by little it was dissolving until obtaining the support of the whole country (both blacks and whites). By the other hand, the topics seen in class, I think that they could realize of all that can be achieved by working as a team and when each one gives the best of himself/herself; and that teamwork is a challenge, since all members should have a common interest to be able solving problems and make decisions. In addition, to gain more power and leadership within an organization, motivation also plays a very important role due to throw it, the

work is done in a more enjoyable way and above all the respect that has to be given to all the staff that makes up the work team.