

We are serialising this ANC booklet which indicates the broad parameters within which every ANC member should exercise their right to shape the leadership of the movement.



Part 6: How 'natural' is the selection process?

# THROUGH THE EYE OF A NEEDLE

Choosing the best cadres to lead transformation

How are **candidates selected**?

Do leaders emerge **'naturally'** or is it a **conscious** act?

Should members **canvass** for who they support?

Should individuals **promote themselves**?

Is there a place for **lobbying** in the ANC?



Members are not discouraged from **CANVASSING** for those they support.

It is a matter of profound cultural practice within the ANC that **individuals do NOT promote or canvass for themselves.**



When cadres do their work it is meant to be to **serve the people,** NOT with an eye on **leadership or reward.**



**Nomination and canvassing** must be **DONE OPENLY** and within constitutional structures.



If a member wishes to nominate a candidate or to stand, they must indicate this in **formal structures** such as branch meetings.

Outside of this it becomes dangerous and **UNACCEPTABLE LOBBYING.**



In **OPEN ENGAGEMENT** within constitutional structures, members **motivate** why a particular person would make a significant **contribution** to the ANC's work.

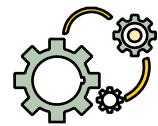


If they believe there are **WEAKNESSES to correct,** those who nominate or wish to stand should be able to **SHOW** that those weaknesses are real and **not imagined** by the media or anti-ANC factions.



They should also show that the weaknesses are those of individuals they **SEEK TO REPLACE,** and NOT a **result of the situation** in which the movement finds itself.

This would help to **CONTAIN** a litany of **false promises.**



Candidates must **REFLECT CONSISTENCY** in their work to pursue the ANC's interests.



Those who target **positions of influence,** only to leave when they lose, seeking to come back **only as leaders,** would have to show how this **serves the INTERESTS OF THE MOVEMENT** – and whether they can be **relied on** during difficult times.



**Secret meetings** and speaking poorly of others should be **EXPOSED and ISOLATED.**

When **approached** to be part of such groups, relay such **information to structures** or individuals in whom you have confidence.



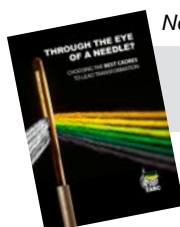
Structures may **DEVELOP LISTS** of candidates and canvass for them, but such lists should NOT **stifle discussion** or prevent nomination of others.

Names on the lists should **not take precedence** over other nominations from members.



At conferences delegates should be **GUIDED BY LISTS** developed by branches, regions and provinces through democratic processes.

They are **not bound** to follow each name. Being **influenced** by delegates from other areas and **choosing differently** is **NOT AN OFFENCE.**



Next week: Electing leaders made of sterner revolutionary stuff

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