

EXECUTIVE SEARCH & PLACEMENT SERVICES

1. Finding the specialists, locally and internationally

CGF has launched a new governance service that specifically targets managers and puts them 'through their paces' to prepare them to become a Non-executive Director. Through CGF's renowned **Governance Beyond Boards®** training intervention, managers who are interested to become NeDs, are provided deep insights to the inner functioning of a boardroom, but more importantly alerted to the broader issues they will need to deal with as it relates to the practical side of governance, risk and compliance. This training is highly recommended in the ordinary course of a manager's development. Moreover, the exposure is also excellent for ensuring that the manager who attends CGF's training intervention is more prepared for a NeD position and subsequent appointment.

As this is generally very good training and experience for a manager, the manager's existing company may well be prepared to pay for this training to improve their manager's skills for internal promotion. Understandably, in the event where employers are constrained on their training budget, the 2-day training is not expensive, and therefore the employee can in fact afford the payment of this critical training on their own steam.

Once this training has been completed, CGF provides a specific certificate of attendance to the manager who has attended the **Governance Beyond Boards®** training intervention. CGF then automatically includes the delegates of this training as potential candidates for external NeD positions when these appointments become available.

2. Removing the obstacles for career development

More individuals are starting to consider the role of Non-executive Directorships, even after they have taken into account the challenges and risks associated with such appointments. In the process there are younger, less-experienced people taking up the opportunity which is good for developing the leadership pool for South Africa.

Expectedly, the person's employer also stands to benefit through the cross skill value, especially where there is a good strategic fit between the person's employer and the company whereupon they will serve as a NeD. Typically, a NeD will be expected by the company who appoints them as a NeD, to attend at least 4-6 meetings a year and sitting fees in smaller companies is usually R2,500.00 per meeting. Unsurprisingly, once a person has become a NeD of another company, the same person is then seen somewhat differently by their own employer and generally other career opportunities become available.

3. Further information & contact details

Please contact CGF for further information on +27(11) 476 8264 / 1 / 0 or email Ansie Leiding at aleiding@cgf.co.za

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