

CGF'S IN-HOUSE GOVERNANCE COURSES GAINING POPULARITY

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Since different industry sectors vary quite substantially from one to the next; it stands to reason that their respective challenges, as well as the type of people required to direct and manage their businesses remains an on-going test. To support this point -- as an example -- the financial services sector is driven by complex legislative consumer protection mechanisms, whilst the focus placed upon the health and safety of the mining sector's workers, who blast rock surfaces deep underground, is quite different.

The requisite knowledge that directors and senior management must have regarding their fiduciary duties in the different sectors may have the same basic principles; however, when delving deeper into their respective industries and daily operations, the governance functions are different and certainly vary across industries.

As organisations each have different training requirements at their board or management levels, expectedly a "one-size fits all approach" is not the ideal manner to address the unique requirements of an organisation. Directors and their managers will invariably be at different levels in terms of their personal work-related skills and experience, and it is important to try and 'balance' the extremes between the 'very experienced' individuals against those who aren't at the same levels. Of course the higher the ranks of the individual may be within the organisation, the less likely it will be that the individual will openly declare his own lack of skills, knowledge or experience. Making this situation even more complex is the fact that most people will not want to admit their short-comings, and they will more often than not either remain silent about their personal situation or they will attempt to fill their knowledge gaps through other means.

Why choose in-house training with CGF?

At CGF we recognise the challenges many directors and managers face when it comes to "staying on top" of the many complex issues pertaining *good governance*, particularly as it relates to conducting business and directing an organisation. Trying to balance the flood of legislative and regulatory requirements each day, whilst still being expected to generate profit is becoming much more difficult as compared to years gone by.

In an effort to assist organisations deal with the complexities surrounding governance, risk and compliance ('GRC'), CGF specifically caters for the organisation's in-house training requirements of all industry sector types, irrespective of whether or not the organisation is large or small, listed or unlisted, for profit or not.

Whilst two of CGF's most popular training courses, namely **Governance Beyond Boards®** and **Corporate Governance Framework®** are the flagship series, many spin-off corporate governance training sessions are produced specifically to address the needs of organisations seeking to customise their training; either for a particular department or even specific groups of employees. Through the years, CGF has been very active in catering for these specific in-house training requests which are conducted most often at the client's training rooms, but sometimes also in locations away from the client's premises.

CGF's governance products and professional services are designed to assist organisations in achieving the objectives of entrenching and complying with appropriate corporate governance practices. One of the CGF hallmarks behind its training services is to present complex matters in the most simplest of ways.

This philosophy is deeply rooted in the director and co-founder of CGF, Terrance Booysen, who takes great pride to ensure that every individual attending his corporate governance training, seminars and breakfasts walk away feeling enriched, empowered and educated in these matters. Through the many years of his work in the corporate governance sector, Terrance is considered well versed on the topic and has been recognised for his research and leadership contributions amongst his peers.

Synonymous to the ethos behind CGF's brand, the company has from its inception supported the notion that expensive training is not necessarily the best training. Following this belief, CGF has consistently delivered



world-class training at prices well below the norm of the market. This has resulted in many more people being able to attend and benefit from CGF's training and the knowledge transferred to thousands of past delegates locally and internationally.

Meeting your in-house specific governance training requirements

No matter whether you are looking for a one hour corporate governance update for your board of directors, or a training schedule over an extended period of time for the management and employees of the organisation; CGF can meet your customised in-house training requirements.

Whilst the **Governance Beyond Boards®** and **Corporate Governance Framework®** training programmes have already been developed as stand-alone programmes, a number of their respective modules are available as sub-training elements and which can be adapted to suit the exact requirements of the organisation. As an example, CGF could augment a number of additional topics within these in-house training sessions to include governance topics such as:

o Absenteeism in the workplace	o Contract management	o Minute taking
o Alternative dispute resolution	o Corporate diplomacy	o Nepotism
o Anton Pillar Orders	o Corporate espionage	o Prescribed Officers
o Arbitration process	o Director duties & liabilities	o Private Funding of South African Political Parties
o Biodiversity	o Dominating shareholders	o Procurement & corruptive practices
o Board dysfunction	o Employment equity	o Records retention
o Board evaluation	o Employer liability protection	o Responsible investing
o Business judgement & Turquand rule	o Engaging non-executive directors	o Role of the Company Secretary
o Business rescue	o Ethics	o Shareholder Relations
o Class Actions	o Group wellness	o Social media: The impact on business
o Combined assurance	o Integrated reporting	o Workplace Violence

Going forward

CGF would be delighted to meet you to discuss your in-house governance training requirements, no matter what industry sector you are in. And if there is anything we have not listed, let us know and CGF will develop a corporate governance training module suitable for your organisation's needs.

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