

---

## ADVERTORIAL

Johannesburg  
27 October 2014

### **CORPORATE GOVERNANCE: CONTINUING PROFESSIONAL DEVELOPMENT THROUGH CGF**

CGF is delighted to announce that our corporate governance training programmes have been awarded *Continuing Professional Development* ('CPD') status through the *SA Board for People Practices* ('SABPP'). SABPP has been the HR professional body for South Africa since 1982. As at 02 July 2012, SABPP was approved by the South African Qualifications Authority ('SAQA') in accordance with the NQF Act (Act No. 67 of 2008) as the professional body to; register HR professionals, perform research, as well as facilitate the awarding of CPD points to its members and accredit training providers such as CGF on interventions that build HR Competency. SABPP has also been approved by the Quality Council for Trade and Occupations ('QCTO') as a quality assurance partner (i.e. ETQA) by performing accreditation of providers as well as to perform quality assurance for a range of qualifications which are registered with SAQA.

With the assistance of Masterskill -- a specialist and leading provider of educational contents company who assist with CPD registrations -- the process of aligning CGF's corporate governance training programmes with the SABPP was completely painless.

#### ***Keeping ahead requires thorough understanding***

CGF's accredited corporate governance training programmes will greatly assist aspiring and existing directors, including senior managers understand the many nuances attached to their functions, and unpack practical issues to equip them to becoming more confident and informed of their fiduciary duties, amongst other. Directors and senior managers have to be ahead of the game, and in order to stay ahead, their wider practical understanding of governance, risk and compliance related matters is a non-negotiable.

Interestingly, whilst CGF's corporate governance training programmes have become widely accepted on the African continent for their pragmatic application in the public and private sectors, CGF chose to start its CPD alignment making its debut through the Human Resources function. There were many reasons for this strategic decision, but the primary rationale was based upon the fact that "all roads eventually lead to the HR department". From a corporate governance perspective, it made perfect sense to adopt this approach. Whether an organisation is seeking to place a new member on the board or it is preparing for a merger, or even if there is a pending disciplinary action against a manager; the Human Resources department will inevitably always be involved. Of course, the most obvious reason is also because every organisation -- mechanised or not -- needs people and this is where HR plays its most critical role in the arena of corporate governance and risk management.

Following the accreditation of CGF's corporate governance training programmes with the SABPP, it is anticipated that many more HR practitioners from the public and private sectors will also attend these on-going training events provided by CGF. The skills transfer will allow HR professionals to fulfil an

---

## ADVERTORIAL

even larger, and more strategic role in the organisation with direct bearing on the board's human capital and group wellness mandate.

Aligned with the thinking to underpin the importance HR has with the governance role within the organisation, CGF is well down the line -- and in the final processes -- of registering its corporate governance training programmes with the *Institute of Risk Management South Africa* ('IRMSA'). Similar to the benefits HR practitioners will receive by attending CGF's governance training, the imminent CPD accreditation from IRMSA will also benefit those people operating in the risk management profession.

Whilst these accreditations do take considerable time, effort and work; they are critical for ensuring that people who attend any form of accredited training are ultimately assured of receiving training from professional, experienced trainers qualified in their particular subject. Moreover, accredited corporate governance training programmes such as those provided by CGF, also assure learners of the bona fides of the trainer and the training materials, and that these have been properly verified by the appropriate and recognised authorities.

### **Seek accredited training providers**

There are many people and organisations touting themselves as so-called 'experts' and denying learners the real value of education and skills transfer. This is often underpinned by exorbitant training prices, including elaborate 'gifts' to attract learners, not least a myriad of unrealistic claims.

CGF's corporate governance training avoids the usual frills; quite simply we get down to the business of training learners in a simple, pragmatic manner. Learners are encouraged to ask the "stupid questions", and the group discussions and mini-workshops facilitate immediate value across all levels of the learner's previous understanding.

### **1) Corporate Governance Framework® Workshop (CPD points: 2)**

As the governance *blue-print* of the organisation, this workshop provides delegates an understanding of the components required for a *Corporate Governance Framework®*. After the one-day workshop, learners will have a clear understanding of their shortfalls, and with this knowledge they will be equipped to rapidly fill the gaps in their respective organisations.

### **About SA Board for People Practices (“SABPP”)**

*The SABPP is the HR standards body and ETQA (Education and Training Quality Assurance body) for the Human Resources profession in South Africa. SABPP also registers HR practitioners at various designations such as Chartered or Masters' HR Professionals. SABPP's reputation is centered on being the voice for the HR profession in South Africa. The organisation has set the first set of National HR Standards in the world, including a full HR audit framework. SABPP is responsible for the registration of HR professionals by building HR knowledge and competency; and accrediting HR learning providers.*

---

## ADVERTORIAL

By not blue-printing the organisation's *Corporate Governance Framework®*, the organisation will forever be on the back-foot. And with the ever-increasing risks and burdening legislation, organisations can be rapidly drawn into the quicksand, where profit making and sustainability becomes more of an illusion. There's no doubt that business must make profit, and if the organisation's governance framework is missing or lacking, they should expect the inevitable.

### 2) Governance Beyond Boards® Intervention (CPD points: 4)

CGF's renowned two-day *Governance Beyond Boards®* Intervention will assist aspiring and existing directors understand the many nuances attached to their functions, and unpack practical issues to equip them to becoming more confident and informed of their fiduciary duties, amongst other important matters. Considering the ever-increasing demands placed upon directors; being vaguely aware of these matters is tantamount to being reckless.

More details of CGF's accredited corporate governance training programmes can be obtained from Ansie Leiding on [aleiding@cgf.co.za](mailto:aleiding@cgf.co.za), or call (011) 476 8264. Training brochures are available at [www.cgf.co.za](http://www.cgf.co.za)

### ENDS

Words: 965

### ***About Continuing Professional Development ('CPD')***

Distinct from the foundation qualifications that professionals gain to enter their field, CPD refers to 'refresher' programmes that those already working in the field participate in. These could include revising fundamentals learnt many years earlier or the impact of recent changes to business practices or legislation that impact on the profession. CPD is an integral part of being professional and meets the principles of life-long learning and currency.

Some of the reasons CPD should be encouraged in organisations:

- CPD ensures your capabilities keep in pace with the current standards of others in the same field;
- CPD ensures that you maintain and enhance the knowledge and skills you need to deliver a professional service to your customers, clients and the community;
- Depending on the profession – CPD contributes to improved protection and quality of life, the environment, sustainability, property and the economy. This particularly applies to high risk areas, or specialised practice areas which often prove impractical to monitor on a case by case basis;
- SABPP CPD ensures that you and your knowledge stay relevant and up to date with trends and changes in the HR landscape.