

ANNOUNCEMENT

Candace Bosch joins CGF to bolster executive training

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Johannesburg

CGF Research Institute (Pty) Ltd ('CGF') is delighted to welcome Candace Bosch to our team as from the beginning of April 2015, where she will specialise as a Lead Contractor in Executive Training. Having completed her Bachelor of Arts degree for Monash University in 2010, Candace pressed on to complete an Honours and Masters degree in Communication and Media Studies which she completed in 2014. Being no stranger to Monash University, and considering her passion for communication and media studies, Candace then found herself lecturing to the university's first, second and third year students. Here she prided herself in producing and lecturing appealing course content that capitalised on the latest trends and interests for her students at large.

Prior to joining CGF, Candace also worked at Aquavision TV Productions where she was the Head of Research. Candace's position at Aquavision, including her last position as a conference producer at ITWeb provided her extensive experience in writing, researching and event management. At ITWeb, Candace was responsible for ensuring all intellectual content was accurate and that it was relevant for the requirements sought by its audiences. She was also involved in conducting market research and, inter alia; producing quality conferences and executive forums for the information technology and telecommunications sectors.



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The nature of Candace's vast, yet practical experience and knowledge places her amongst the best in the executive training industry, furthermore allowing her the opportunity to attract high calibre delegates to attend various important governance training interventions provided exclusively by CGF. To this extent, to ensure that Candace is completely up-to-speed with the course content found in CGF's renowned *Governance Beyond Boards®* Interventions and the *Corporate Governance Framework®* Workshops, she will also have personally undergone the training as is the case with all our employees and consultants.

Corporate governance has received renewed interest locally and internationally due to a number of high-profile company collapses, or seriously questionable [unethical] business practices. Indeed, this is where CGF has become a notable subject matter authority, furthermore providing training for many types of organisations in South Africa and the continent at large. In its Principles of Corporate Governance, the OECD acknowledges that "Good corporate governance should provide proper incentives for the board and management to pursue objectives that are in the interests of the company and its shareholders and should facilitate effective monitoring." But in South Africa -- regrettably -- many directors and prescribed officers are not properly informed, neither aware of the vast liabilities they are exposed to in their daily functions within a company or state-owned organisation. Accordingly, the importance of workshops such as the *Corporate Governance Framework®* has been amplified to, among other, develop a closer working relationship between the board of directors and its executive management structures in order to better govern and mitigate the risks within an organisation. And with a better, more unified approach and understanding of risk management follows better returns and a more sustainable organisation.

The practical manner in which CGF facilitates all its governance training is a well-known hallmark of the company. The main presenter of this training, Terrance Booysen, has received numerous accolades by delegates who have attended his sessions. For many years, CGF has earned a fine reputation in its various corporate governance services and the pricing of CGF's public and private in-house training is notably far below the market norm. Whether the training is done on-site or at a public venue, delegates most often comment on the tremendous value they receive which is augmented with knowledgeable facilitation and delegate interaction, practical examples, professional and up-to-date reading materials and CPD (Continuous Professional Development) certificates of attendance for all delegates.

It may be difficult to separate the importance of CGF's flagship governance training interventions and workshops which are regularly updated, and it is not uncommon for delegates to attend CGF's training more than once. As the topic of governance, risk and compliance is closely linked to an organisation's strategy and processes, expectedly new developments in CGF's training materials do occur and these most often have bearing upon the delegate's roles (and their personal liability) within their organisation. Whilst the *Governance Beyond Boards®* Interventions focusses on many topics related to fulfilling the role and functions expected of the officers of an organisation, namely directors,

senior management and prescribed officers, it is the *Corporate Governance Framework®* Workshop that makes sense of unifying the accountability issues of the board against the responsibilities of the organisation's management. Ironically, the components contained within CGF's *Corporate Governance Framework®* are not contained in many organisation's strategies, neither are they elaborated upon in any of the King Codes on Corporate Governance in South Africa. It is for reasons such as these that CGF travels across South Africa and the continent to assist organisations to practically understand and address the meaning and implications intended for sound governance business practices.

Understandably, when the leadership of an organisation is uncertain as regards its overall strategic direction within an increasingly litigious landscape, then problems will arise particularly when some directors are less experienced in governance matters than others. This is just one reason why it is critical for organisations to be guided by their own *Corporate Governance Framework®* and thereby avoid the possible likelihood of board and subsequent organisational dysfunction.

Candace's main focus at CGF will revolve around the CGF governance training. Not only will she focus on public governance courses such as *Governance Beyond Boards®* and the *Corporate Governance Framework®*, she will also include private governance courses as different workshop possibilities. As a business minded professional -- who is acutely aware of the consequences of poor governance -- Candace will be able to assist our clients find immediate value in the nature of this type of training. Her established business networks with key professionals, industry leaders and senior executives will most certainly bring a renewed focus to this critical aspect of running an organisation.

Interventions such as the *Governance Beyond Boards®* will allow for the following delegate insights:

1. Explain the responsibilities of the different role players and the principles of corporate governance and accountability;
2. Develop a common understanding of corporate governance, enterprise risk and compliance; including the manner in which it affects all directors, senior management, prescribed officers and employee levels in public, private and government spheres;
3. Simplify complex governance topics into a common language which is understood across all vertical business units (i.e. provide a real-time learning experience);
4. Dispel beliefs that corporate governance is only contained in board rooms and managed by the CEO (i.e. unify the process amongst all company officers and understand the components of a *Corporate Governance Framework®*);
5. Show the connection of good governance, organisational performance and increased investment;
6. Provide practical examples to demonstrate various governance related concepts seen against the Companies Act 2008, King III, including The Business Judgement Rule and Turquand Rule;
7. With the rapid knowledge transfer of information, senior managers are put 'through their paces' in order to better align them with the expectations flowing from their directors and the board, and
8. Assist delegates prepare and compile a *Corporate Governance Framework®*; this being the blue-print document used by the board and executive management to define various accountabilities and responsibilities as they are aligned with the organisation's strategy and business risk appetite.

Should you wish to meet with Candace to discuss these important services, or any matters pertaining to your general executive training requirements, please do not hesitate to contact her on +27(76) 686 9196 or email candace88bosch@gmail.com

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