

A photograph of the Huguenote College building at dusk. The building is a large, two-story structure with a central entrance featuring a portico with columns. Above the entrance, a sign reads "HUGENOTE COLLEGE A.D. 1907". The sky is dark, and the building's lights are on, creating a warm glow. The text "December 2021 | vol 10" is overlaid on the left side of the image.

December 2021 | vol 10

#INTEGRITASZA MONTHLY

INSPIRE AND INNOVATE



The School of Social Innovation, Centre for Good Governance **#integritasza Conference** from 1 to 3 December, 2021, focused on integrity-based good public and corporate governance leadership.

Day 1 showcased integrity based South African social innovation initiatives that make our country a better place. In total about 30 initiatives were showcased in 1 hour round table sessions, providing evidence of compassion and commitment to make South Africa a better place. This showcasing was an excellent start for a conditions-changing conversation on integrity-based good public and corporate governance leadership. A question remains however, namely: Why are we not seeing more prosperity and progress, given all the valuable work done by civil society and faith-based organisations and how can government support these initiatives. After the formal opening of the conference by the Moderator of the Dutch Reformed Church in South Africa, reverend Nelis van Rensburg and the Rector of Huguenote, Professor Nelus Niemandt **Day 2** continued with two excellent keynote speakers.

Dr. Motsamai Molefe of the Inclusive Society Institute and the Centre for Leadership Ethics in Africa at Fort Hare University, set the scene for understanding integrity. He defined integrity as combining honesty and fairness. Honesty starts with the individual and fairness is the interaction with other people that flows from honesty. He also linked integrity to Ubuntu. Recognising all people as equal humans will make a significant impact on integrity in South Africa. Dr. Molefe's inspiring speech was referred to as a guideline to the rest of the conference.

The second keynote speaker was Daniel Strauss, who supports entrepreneurs to develop businesses using universal proven principals of doing the right thing and doing it right. During his life he learnt the valuable lessons of the power of good choices. Our success, depends on the quality of our thinking and the choices we make. Mentors can help us. We should be careful about thinking we know it all. Self-awareness and feedback from valuable sources can help us make better decisions. There is no one size fits all success recipe, but there are guiding principles to support success. One such principle is to think above the line with the ability to see the big picture, to imagine a better future and to assist in creating such future. The rest of Day 2 was the discussion of likeminded groups regarding the South African context, concepts, and challenges related to integrity.

The essential conclusion is: South Africa is in a crisis!

Our context, like the rest of the world, is a VUCA context, which is volatile, uncertain, ambiguous, and complex.

Specific South African challenges are:

1. South Africa needs a shared vision to replace inertia with social impact.
2. Our leadership is deficient, and corruption thrives.
3. Government is not delivering sustainable solutions for our moral, economical, health, ecological and educational problems.
4. We need a knowledge-based society to be able to develop in accordance with the fourth industrial revolution requirements.
5. We need more responsible citizens and less entitled citizens.
6. We need seeing each other as equally human to assist in halting crime and gender-based violence.
7. The toxic culture of corruption trumps any strategy of integrity-based good public and corporate governance leadership, every time.

Day 2 was ended with a dinner, live music, and a speech by Dr. Elna von Schlicht, in her first official duty as re-inaugurated Mayor of the Cape Winelands District Municipality.

Day 3 was introduced by two keynote speakers.

Mr Leen Zevenbergen, an international speaker from the Netherlands, introduced the concept B-Corps as businesses that meet the highest standards of social and environmental performance, public transparency, and balancing profit and purpose. Valuable information and clear guidelines for sustainable development emerged. Mr Vusi Khanyile, Chairperson of the Inclusive Society Institute gave a clear understanding of the value of integrity and our need to embrace an integrity-based governance immediately.

After these informing keynotes, the competencies, capacity, and change necessary to address the identified challenges were focused on.

One overarching need was identified: South Africa needs a shared vision. Inspiring leaders must facilitate the co-creation of a shared vision including all South Africans.

We need a culture of integrity, where:

- Selflessness replaces greed.
- Objectivity replaces self-serving post truth.
- Accountability replaces deficient commitment.
- Openness replaces fixed mindsets.
- Humility replaces arrogance.
- Courage replaces insecurity
- Responsibility replaces blaming.
- Consistency replaces self-serving expediency.

The #integritasza-movement was supported in her endeavours of making people aware of integrity. With integrity better choices will be made and trust will be built. This is a prosperous circle of continuous development. All present was touched and now proceeds in their separate ways to support integrity-based good public and corporate governance leadership in South Africa.....Lyzette Schwella

After a year of complexity and chaotic scenes of adapting to the Covid 19 pandemic, we would like to wish you a blessed season of rest, reflection and recharging your batteries. This will be our last Newsletter for 2021 and we want to congratulate and thank every Integrity based leader who believes in ethics and honest hard work. You are the role models behind the scenes and we salute you as heroes!

We are your biggest supporters,

We wish you a blessed Christmas!The #IntegritasZA team

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THE MOVEMENT