

## Deloitte Africa Governance Academy

Creating the ethical and effective leaders that our society needs

Leveraging the power of **Deloitte Market Insights** to provide upcoming non-executive directors with evolving **Governance practices and Industry insights**. Providing an environment for upcoming directors to **gain wisdom** on the ever-evolving role of a director.

### The objective of the Deloitte Africa Governance Academy

Building on the existing engagement with Directors and Boards through the NED program and market facing services to Boards, the Governance academy will provide the Deloitte Africa firm with a sustainable mechanism to engage UpComing Directors on evolving Governance topics, whilst building long-term productive relationships with To-Be Directors through the sharing of market insights.

Deloitte is uniquely positioned to share end to end insights on Governance, Industry trends and evolving business topics, helping to develop the Directors of the Future.

# 1

#### Focus on the board

- Elements of corporate governance and the role of the board
- Leveraging business chemistry to enhance board dynamics
- Responsibility, liability and accountability of a director
- Ethics and responsible leadership
- The art and science of board composition and refresh
- The role of the board as a strategic differentiator
- Integrated reporting
- Shareholder engagement – opportunities to strengthen relationships
- Tone at the top and more – board and committee oversight of ethics and compliance

# 2

#### Technical topics

- Sustainability and the evolving role of the Board Keeping Vigilant on Cyber Crime
- Corporate Culture Risk and the Board
- Exponential change: Guiding transformation by challenging basic assumptions
- The Board as a key player in risk oversight
- Crisis Management: Is your Board ready?
- Creating a competitive advantage in the digital age
- Future of Work – Rethinking work at a fundamental level
- Navigating the future of mobility
- Defining a north star – Corporate social purpose
- The nuts and bolts of executive pay practices

### Delivery methods

- Classroom sessions
- E-Learning
- Mentoring panel discussions
- Mini-director lab experience
- Board labs
- Colloquium



### Value proposition

#### Upcoming directors

The Governance Academy is aimed at providing upcoming directors with an opportunity to upskill themselves on the key elements that are relevant to the role of the Board and the Duties of a Director.

#### One-on-One sessions

In the future, UpComing Directors will have the opportunity to request one-on-one labs based on topics of their choosing both from a governance and technical perspective.

#### Academy sessions every second month

The Governance Academy will run sessions every 2 months with Upcoming directors on topics identified by such directors. A survey will be circulated to confirmed participants where input on technical topics to be covered will be requested. Governance topics will be retained as standing agenda items.

#### Mentoring and strategic partnerships

Participants of the Governance Academy will be assigned a mentor who will partner with the Participant on their journey to becoming a Non-Executive Director. Academy sessions will be concluded by mentoring sessions where Participants can reflect on technical topics and discuss the relevance of such topics to them and their future Directorships.

### Key differentiators



#### Business Chemistry

Each Participant will undergo Deloitte's Business Chemistry Assessment in order to determine their individual Business Chemistry. Understanding your Business Chemistry as well as other Business chemistries allows you to gain insights about individuals and teams based on observable business traits and preferences.



#### Deloitte Global Boardroom Program

Each Participant will automatically be granted access to the Deloitte Global Boardroom Program – a global program that brings together Global leaders to deliberate and debate on matters that are of interest to Boardrooms across the world.



#### Chair of the Future Forum

Access to the Deloitte Chair of the Future Forum which includes insights from Deloitte's research into the chair of the future in Australia, Belgium, Canada, China, East Africa (Kenya and Uganda), Germany, India, Ireland, Italy, Japan, New Zealand, the Netherlands, South Africa, the United Kingdom, and the United States.



#### Curriculum Vitae

Participants will be assisted in the development of a world-class CV that positions you for future Board positions, leveraging current experience as well as skills gained as part of the Governance Academy.

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