

# THE CLIENT

Liberty recognises that the changing business landscape presents both risks and opportunities to the group. They have developed a shared value strategy that allows them to concentrate on what is material to their businesses' success. It is built on the foundation of their employees and their social relationships.



# SUCCESS STORY

## Programme Metrics

### The Hire

- Assist in developing conscious leaders who pursue value creation and development of a healthy, purpose-driven organisation within the context of inclusive capitalism and sustainable development in all three dimensions of economy, society and the environment
- Design a highly bespoke blended programme, with masterclasses designed around issues which are specific to Liberty's leadership

### The Challenges

- Creating and managing an ethical culture for sustainability value creation underpins the King IV Code of Corporate Governance in South Africa specifically. It is therefore essential for individuals in organisations to contribute effectively to sound corporate governance, within their sphere of influence, in contemporary society
- Liberty was seeking to enable individuals to contribute to building an ethical culture and manage risk in the organisation

### The Solution

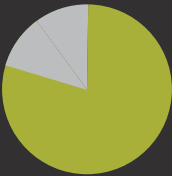
The Wits DigitalCampus Business Development and Learning Journey team, in partnership with CANDOR Governance Specialists and independent industry thought leaders, collaborated to design and deliver a Governance and Ethics Wits certified course for Liberty's Ethical Leader programme.

The Ethical Leader programme is a highly bespoke blended programme that incorporates the Wits DigitalCampus Governance and Ethics certified online course, with Julie Courtnage as lecturer. The blend includes online and masterclasses designed to address Liberty's specific leadership issues.

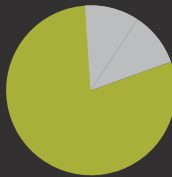
Additional thought leader guest facilitators are invited into the collaboration to facilitate masterclasses, adding additional richness and value to senior management. Professor Mervyn King, the first masterclass facilitator, inspired the cohort in conjunction with CANDOR Governance Specialists.

**NPS 68**

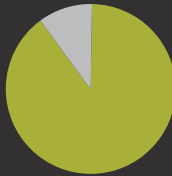
**80%**  
Engagement  
Rate over  
the 3 months



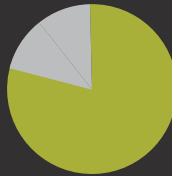
**8/10**  
For Course  
Content



**90%**  
Satisfaction  
Index  
for the Wits  
DigitalCampus  
Course  
Coordinator

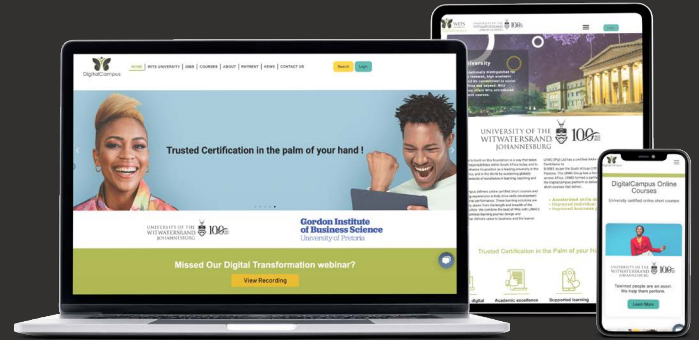


**80%**  
Course  
Lecturer  
Interaction  
Satisfaction



Presented in partnership with CANDOR Governance Specialists whose purpose it is to collaborate with local and international institutions on the content of teaching and promoting:

- Mindful outcomes-based governance as embodied in King IV
- Conscious corporate leadership
- Value creation in a sustainable manner
- Integrated thinking and integrated reporting



## Learner Feedback

"This programme has given me a broader insight to governance and ethics within an organisation, in particular, the impact to others, the environment, etc. It is not just about the decisions one makes but it must be an informed decision with due care and thought for the impact and consequences."

"It certainly gave me insights into what matters to top leaders as they navigate the complexities of business and doing what is right."

"The sessions gave me time to think about how I influence the business/exco/ board positively and to understand the complexity in the integrated reporting side and the changes that have occurred."

"What stood out for me was the discussion around the Directors' responsibilities with regards to intellectual honesty and being the mind, heart and soul of the company. This knowledge will help me to discharge my duties as a Director (not at Liberty, but at a local school)."

## Client Feedback

"I chose to partnership with LRMG in 2018 as Wits DigitalCampus was the only one available that could deliver accredited online learning. That's how our partnership started and it has been a great journey of innovative and quality work. As new business requirements emerged, it was almost natural for me to engage LRMG because of our successful partnership on other projects."

LRMG is able to create magic from my long-winded stories. They hear me and package the things that I am not always able to express clearly, and make sense of them. That's the reason I enjoy working with them - even when I am difficult and bordering on impossible, they still listen."

**- Seipati Moloto GM: Learning and Development**

— The Ethical Leader Programme continues to be part of Liberty's broader Ethics initiative —



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DigitalCampus is an LRMG company.  
LRMG is a Level 1 contributor to B-BBEE as per the South African DTI's gazetted Codes of Good Practice



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