

Leadership

Standard Journey



Development of a National Leadership Standard in South Africa

P R E S S R E L E A S E

PUBLIC & PRIVATE SECTOR MADE SIGNIFICANT PROGRESS IN DEVELOPING A NATIONAL LEADERSHIP STANDARD

Johannesburg 18 September 2017. Representatives from the SA Board for People Practices (SABPP), government, the private sector and non-profit organisations made significant progress recently when they gathered to start a journey to establish a leadership standard for South Africa, says Marius Meyer, CEO of the SABPP. The leadership standard will provide clear guidelines for leaders in the country to raise the bar for leaders in all sectors.

A consolidated first draft, that contains all stakeholder submissions so far, will be available on 1 October and will be officially launched on 26 October at the second leadership standard public session.

“We are conceptualising what good leadership is all about for the South African leader. We want to create a consistent guideline for leadership practice. Currently, leaders operate on gut feel, or react when things go wrong, or are simply unable to respond appropriately to uncertain events and crises, as we have seen recently. Ordinary South Africans are asking if we are leaderless.

“However, we did not focus on the negativity of the situation, but rather on deciding what good leadership is. In the past, people would simply follow their leaders, but today we all have a voice and people question everything leaders say and do. The days of blind loyalty to leaders are over, especially when trust is eroded,” Meyer says. Initial consultation and planning, stakeholder analysis, development of a draft leadership standard framework and a formal leadership standard development session have been completed. The leadership pledge will be refined by 14 October, before the first version of the leadership standard is launched on 26 October, when the leadership pledge will also be signed.

Further stakeholder engagement and market consultation, refinement, awareness and capacity-building will continue and implementation of the leadership standard will start in 2018. Four key principles - philosophy, tone, organisation culture and leadership outcomes form the framework that supports the five elements of leadership, namely instilling vision, living the values, leading people, delivering value and reflecting for improvement.

According to Meyer, the SABPP welcomes further input, which can be submitted to marius@sabpp.co.za. More details about the Leadership Standard Journey and the Conference on 26 October is available on www.sabpp.co.za and daily updates on twitter @SABPP1 using the hashtag #LeadershipStandard

Issued on behalf of National Leadership Standard Journey

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