



INTEGRITY

Moving Up As Your Authentic Self

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and Thuma Foundation Founder

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OVERVIEW

What Is Integrity and Why Does It Matter

The Future

Personal Reflections From The Integrity Front

EPIC Personal Branding and Integrity Anchoring

Drivers and Enablers of Integrity Lapses



WHAT IS INTEGRITY – WHY DOES IT MATTER?

Integrity is a virtue that is expressed through consistent ethical conduct while lack of integrity includes all forms of dishonesty, including unethical conduct such as lying, theft, fraud, corruption, unmanaged conflict of interest and injustices such as unfair discrimination.

Those who exercise entrusted power are expected to have the highest level of integrity making self leadership the foundation of integrity. (The fable of Queen Nzinga in Melo's Kingdom)

E.g. Lawyers (Vassen v Law Society of the Cape of Good Hope(1998) the SCA said: It must be borne in mind that the profession of an attorney as of any officer of the court, is an honourable profession which demands complete honesty, reliability and integrity from all its members. (para14) Public Employees(s95 of the Constitution plus s96 &136 for the Executive at national and provincial levels, respectively). Though no law says so, administrators and executive assistants perform a central role in guardrail integrity in organisations.



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PERSONAL REFLECTIONS FROM THE INTEGRITY FRONT

The views I share come from my family values, a lifelong quest for a paradigm of justice that is anchored in ubuntu, the African philosophy of shared humanity, an attuned leadership philosophy and 5 years of research, teaching training and innovative work aimed at advancing social justice at the Law Trust Chair in Social Justice /Centre for Social Justice and deepening democracy through the Thuma Foundation.



Handbook on Gender Management and Leadership

Practical Ideas on Gender Mainstreaming and Other Effective Strategies for Promoting Gender Equality

Thuli N. Madonsela

ABOUT THE AUTHOR

Thuli Madonsela, a Human Rights lawyer, gender specialist and policy analyst who holds a BA Law (UNISWA) and LLB (Wits), is the Managing Director of Waweth Law and Policy Research Agency and Executive Chairperson of the Centre for Reconciliation and Equality Studies (CRES). The author of several articles, book chapters, papers, reports and speeches on various aspects of gender, Thuli Madonsela was one of the 11 Technical Experts appointed to assist the Constitutional Assembly in drafting South Africa's new Constitution. Her post graduate and vocational training has included equality and non-discrimination, gender studies, strategic and scenario planning, project management, leadership, women leadership development, governance, mediation, arbitration, negotiation, skills, adult education and Emotional Intelligence.



PERSONAL REFLECTIONS FROM THE INTEGRITY FRONT

A former Deputy Head of the Planning Unit of the Department of Justice and Constitutional Development, Thuli Madonsela is the President of the South African Women Lawyers Association (SAWLA) and a member of the Equal Opportunity and Affirmative Action Board. She has worked at the Deputy Director General level, for the Equality Commission of South Africa. In this capacity she conceptualised, co-edited and co-authored the Resource Book for Equality Court Clerks and the Resource Book for Employment Equity (CEE) and in this capacity she worked on the Employment Equity Act. She has also served as the Chairperson of the African Labour Development Trust (SALDT). She is

She is a co-drafter of the Promotion of Equality and Access to Information Act, the Promotion of Equality and Access to Information Act, Draft Legal Services Charter, the Draft Legal Services Charter, Justice Vision 2000, Employment Equity Act, the Draft Legal Services Charter, South Africa's National Policy Framework for Gender Equality, Provincial Gender Strategy of the Northern Cape, the Children Addendum to the SADC Declaration on Gender and the Environment, chaired the session of SADC Ministers of Justice and Legal Affairs, the Declaration in Durban, March 1998. She has also written on Equality Jurisprudence in Landmark Court Cases.

A researcher for many years, she has written on various subjects, mostly on equality, constitutional law and human rights.

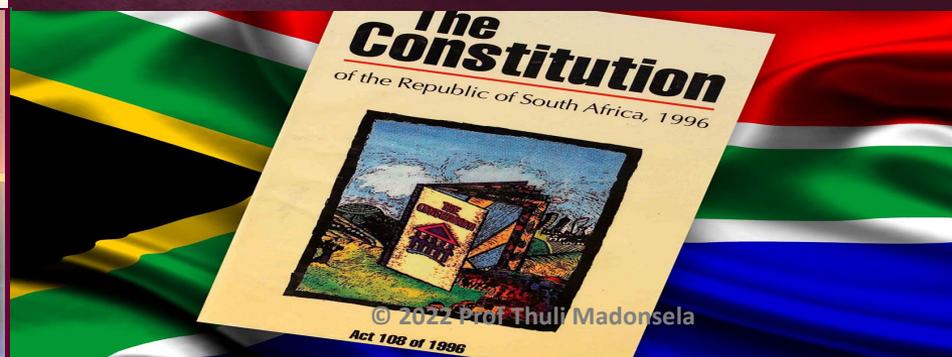
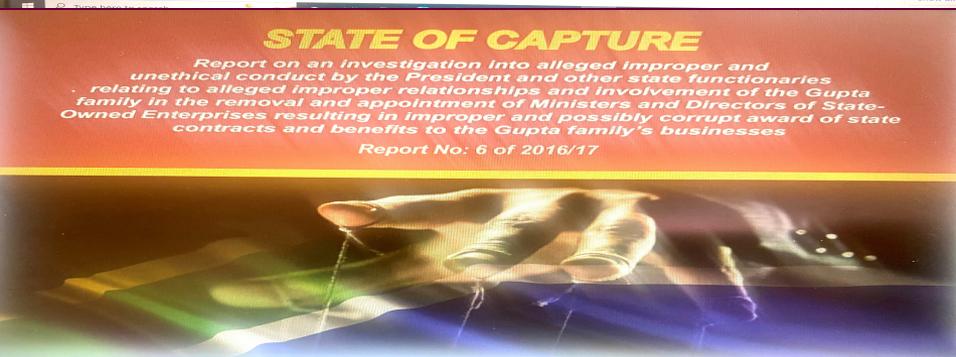
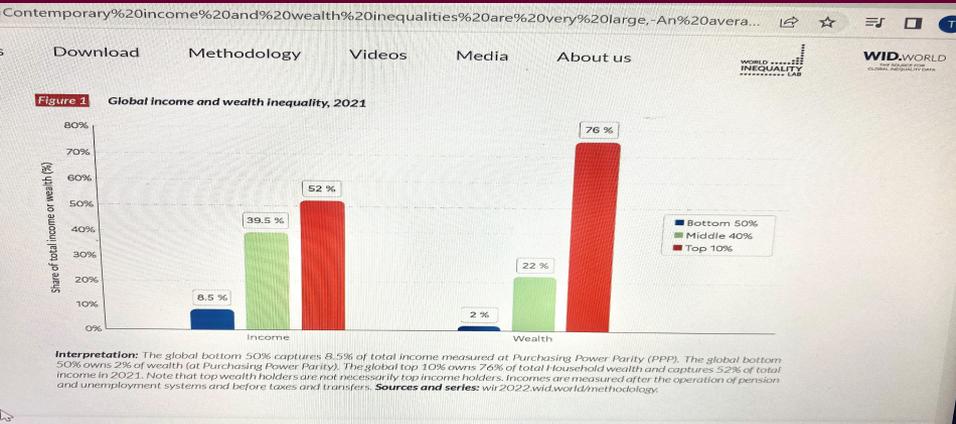
Three Propositions

1. Integrity is primarily **self leadership** matter, within three levels of leadership
2. If you want to **please and be liked by everyone** or to win every time, integrity is not possible (NB: Consistency).
3. Two of the most pressing challenges of our time being climate change and social justice are primarily an outcome of **integrity lapses**
4. When integrity fails, **trust is lost and things fall apart**
5. Integrity is not a **black and white issue** and a **key enabler of integrity lapses** is making it so

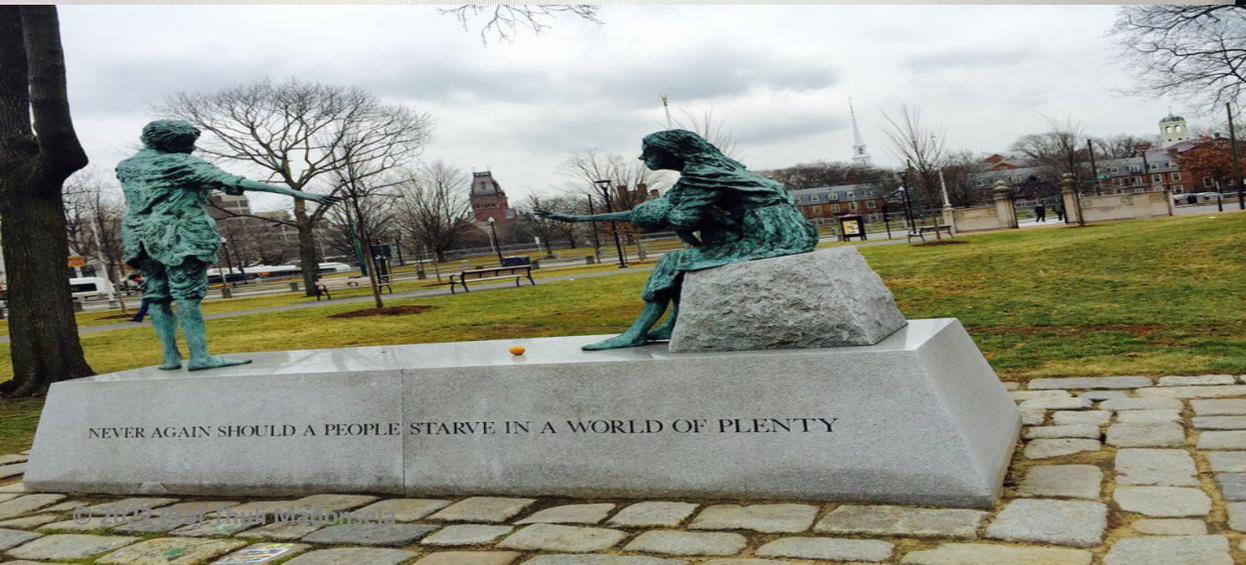
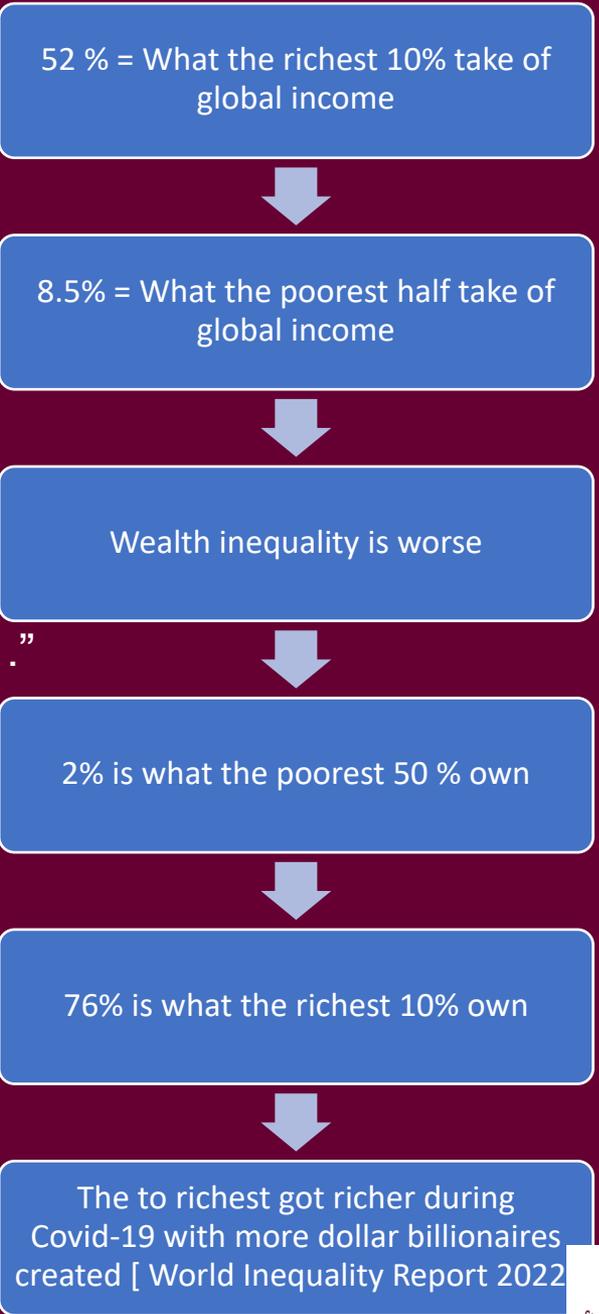
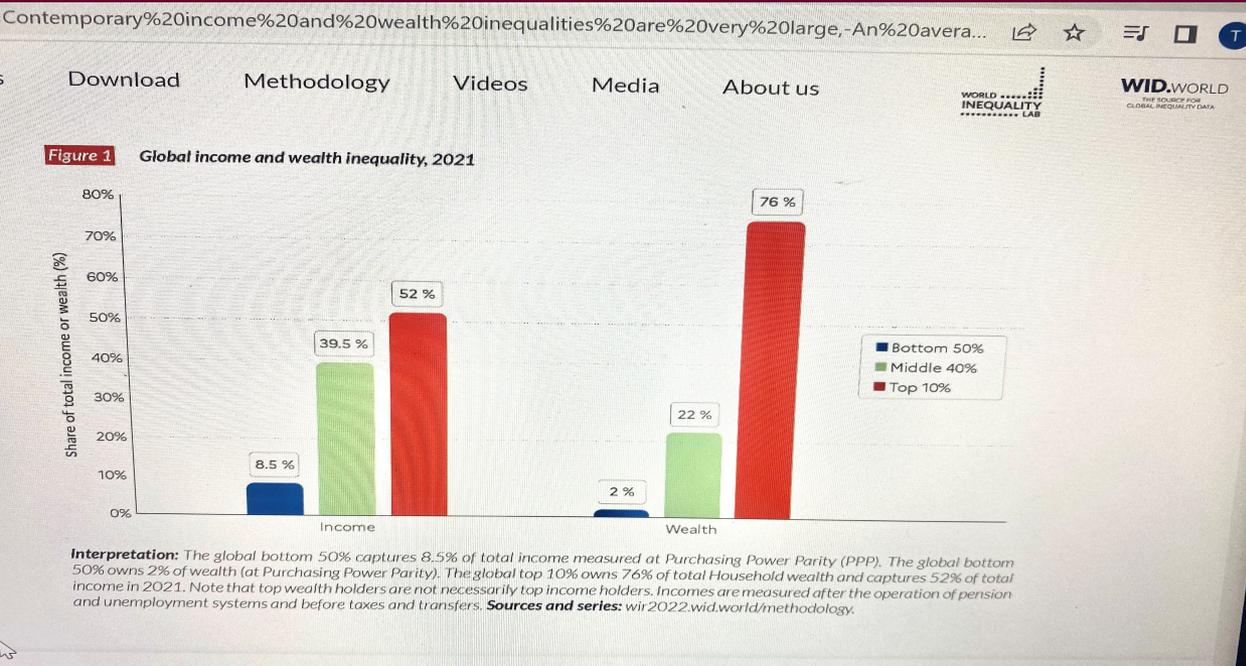
THE COST OF INTEGRITY LAPSE

OUR REALITY

THE PROMISED LAND



THE COST OF INTEGRITY LAPSES



THE COST OF INTEGRITY LAPSE

Public Protector investigations on integrity failures included, rigged tender processes (**On The Point of Tenders and Docked Vessels (Collusion)**), False Billing (**Pipes to Nowhere**) **Overcharging (Against The Rules and Against The Rules Too)** Overbilling (**Secure In Comfort**) and Conflict of Interest (**This Can't Be Right, A Course In Ethics**) and irregular -potentially corrupt contracts and payments (**Derailed and State of Capture**). Whistle blower reprisals (**Secure In Comfort and This Can't be right**)



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SECURE IN COMFORT

Report on an investigation into allegations of impropriety and unethical conduct relating to the installation and implementation of security measures by the Department of Public Works at and in respect of the private residence of President Jacob Zuma at Nkandla in the KwaZulu-Natal province

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THE DRIVERS OF INTEGRITY LAPSE

1. From need or grievance to greed and back to need (The Guinea Foul Story)
2. Ignorance (Chat GPT)/ Lack of Info.
3. Blackmail/ Extortion
4. Fear (Including fear of banishment from 'the tribe')
5. Habits
6. Small favours and big favours such as appointments as a favour or beyond competence and exchange of unmerited benefits
7. Poor organizational systems: Loopholes
8. Organizational culture, including rewards and sanctions that are unfair
9. Ethical Dilemmas (The bank story)



9 DIMENSIONAL EPIC LEADERSHIP MODEL FOR INTEGRITY ANCHORED PERSONAL BRANDING AND A GROWTH MINDS





One of the upsides of the age of disinformation is that integrity is becoming a currency in a world that is increasingly hungry for trustworthiness, reliability, justice and peace, which are virtues that have always been at the core of shared humanity philosophies such as Ubuntu and Hellenic philosophies



 **SUSTAINABLE DEVELOPMENT GOALS**

1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION 
7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 	

GRATITUDE

Thank you!
Dankie!
E Nkosi!
Asante Sana