

**Ethics Institute
of South Africa**



BUILDING AN ETHICAL SOUTH AFRICA

Ethics Officer Certification Programme Course Evaluation Feedback Report

Irene Country Lodge, Pretoria
18 - 22 May 2009

Presented by Willem Landman, Willem Punt, Janette Minnaar

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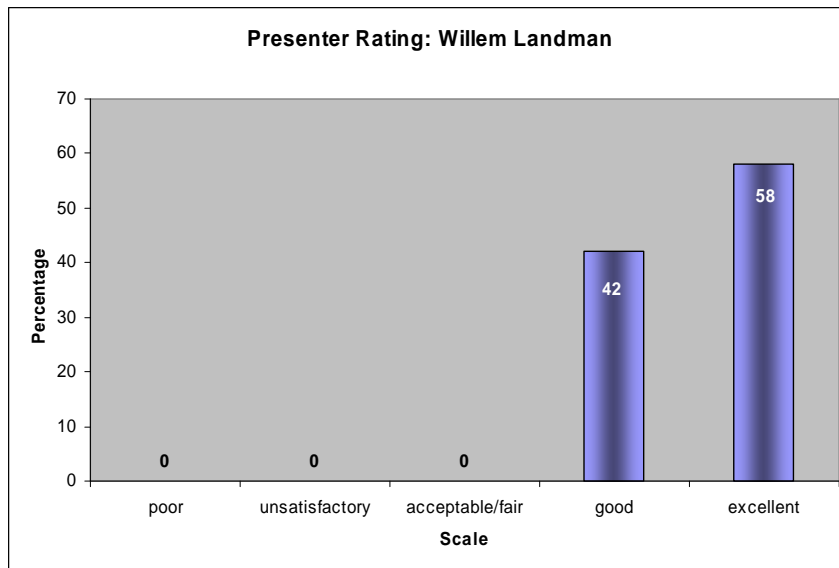




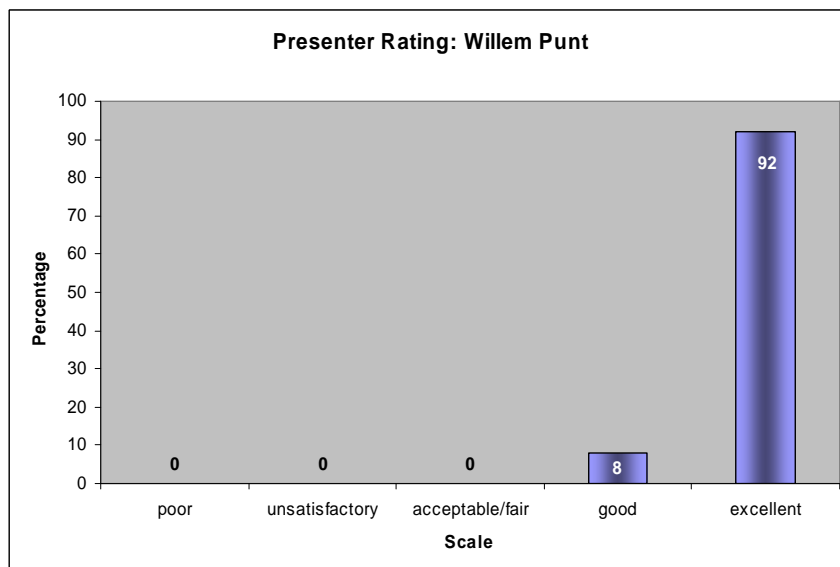
The 10th Ethics Officer Certification Programme took place 18 – 22 May 2009 at Irene Country Lodge in Pretoria.

1. Course ratings:

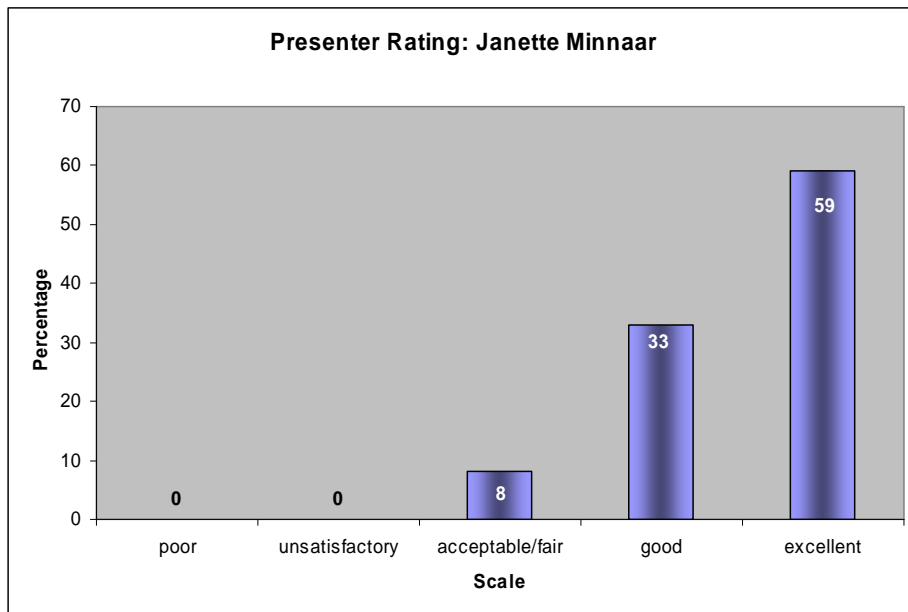
1.1 Presenter Rating: Willem Landman



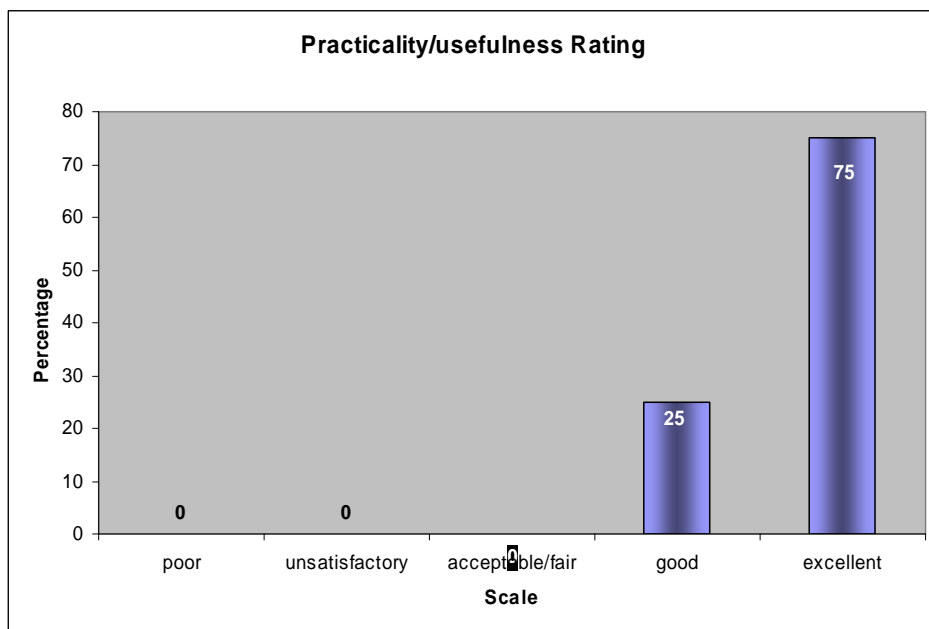
1.2 Presenter Rating: Willem Punt



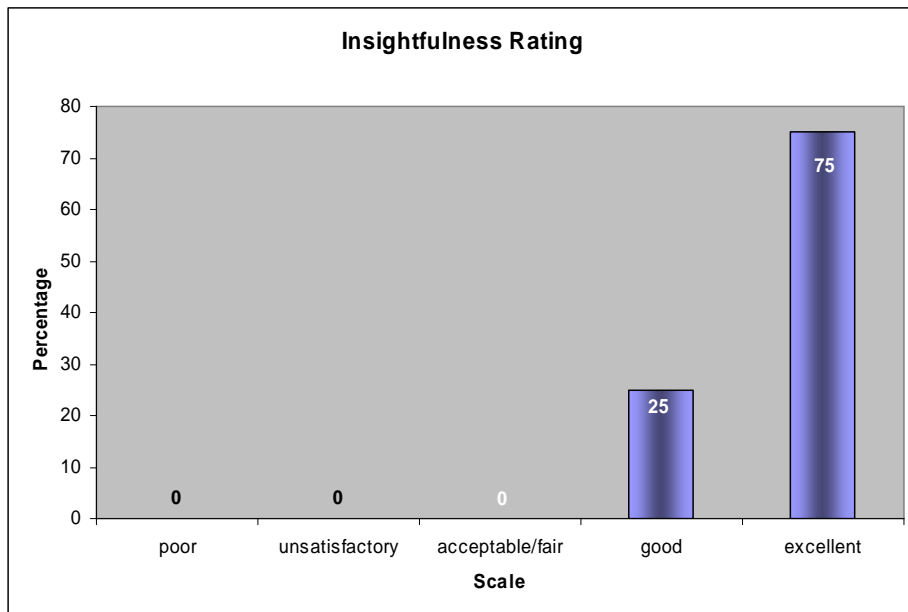
1.3 Presenter Rating: Janette Minnaar



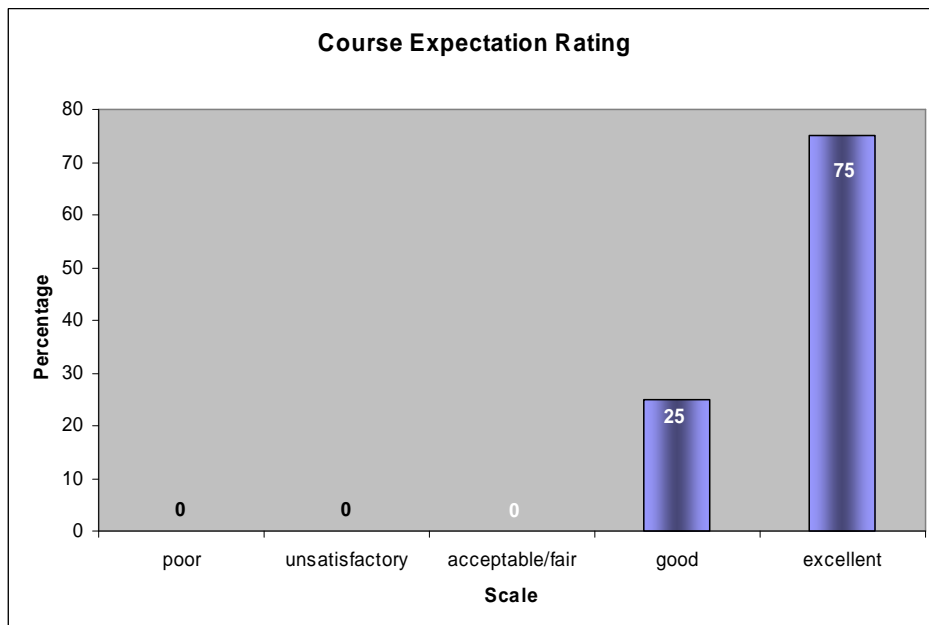
1.4 Practicality/usefulness Rating



1.5 Insightfulness Rating



1.6 Course expectation Rating

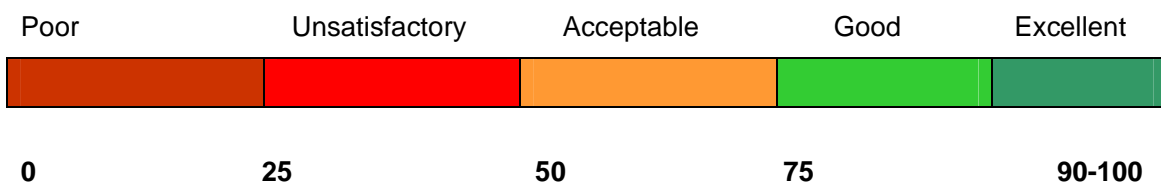


2. Consolidated course Rating

Note on the reading and use of index scores

Although index scores used in this report may range from 0 to 100, it is important to understand that an index score is not a percentage. Index scores are, statistically speaking, a good and recognised way of measuring attitudes towards various indicators. Index scores express average levels of agreement. The higher the score the greater the average agreement is, and the lower the associated risk.

Generally, scores below 75 should be understood to indicate varying degrees of concern. The aim of organisational interventions would be to achieve scores of 75 or higher.



2.1	Presenter rating: Willem Landman	90	Presenter was very well received.
2.2	Presenter rating: Willem Punt	98	Presenter was very well received.
2.3	Presenter rating: Janette Minnaar	88	Presenter was well received.
2.4	Practicality/Usefulness rating	94	Course was found very useful and practical.
2.5	Insightfulness rating	94	Course was found very insightful and thought-provoking.
2.6	Course expectation rating	94	Course met expectations on an excellent level.

3. What can be done to improve the content of this course?

- I would like to see attendees and the facilitator stick to the time outlined. Delegates should be on time or the session will start without them;
- The contents are more than the time allocated. You should consider extending the duration of the course;
- Have two or three facilitators in a day, not only one. It is a long day and a tiresome lecture;
- Healthier food during tea breaks would be great;
- Perhaps look at priorities of topics and time allocation, bearing in mind we are there to be Ethics Officers, and just will apply management consulting skills, which really could be sent out as pre-course reading;

- The content was satisfactory;
- Some contents of this course is American oriented and should look more on the South African and immediate states; and
- Have follow up courses on certain modules for more focus.

4. What positive aspects did you gain from attending this course?

- An excellent roadmap for the rocky road that lies ahead;
- How to identify the ethics needed in organisations and how to implement them;
- I understand and gained insight into how values and rules (conduct) go hand in hand;
- This course has provided me with a sound framework for planning and running an ethics programme;
- Critical reasoning; and
- A better understanding of ethics in a professional environment.

5. Do you have any other comments?

- Kindly do this course far and wide. It is needed in the whole world;
- I am very grateful to all you guys and the participants;
- You did remarkably well from the viewpoint that the course is a bit technical, and
- Make this a formal qualification, it is a valuable course.

6. Course delegates:

The following companies were represented on this course:

- Massmart;
- Nedbank Ltd;
- Rand Water;
- FirstRand Bank Limited;
- University of Johannesburg;
- Vodacom Group (Pty) Ltd;
- North West University;
- Airports Company of South Africa;
- Jefferson Wells;
- Ithala Development Finance Corporation Ltd
- Everready East Africa Ltd;
- Gobodo Forensic Investigative Accounting (Pty) Ltd; and
- Goldengate Consulting.

Number of delegates in attendance: 13

7. General:

The course was very well received and found valuable by all delegates. Congratulations to the facilitators on a well planned and presented course.

8. Valuable components of the course:

