



VALUES-BASED LEADERSHIP: THE 11TH ARCHBISHOP THABO MAKGOBA DEVELOPMENT TRUST ANNUAL LECTURE



ABOUT THE LECTURE

The 11th Archbishop Thabo Makgoba Development Trust Annual Lecture was held on 11 September 2025 at Rhodes University in Makhanda. This year marked a double commemoration, the continuation of a lecture series that has hosted some of South Africa's most distinguished leaders, and the 25th anniversary of Rhodes Business School.

This lecture series was founded to provoke honest reflection and inspire action. At its heart is a call to leadership rooted not in titles, but in values. FSCA Commissioner Unathi Kamlana spoke about Values-Based Leadership and the need to balance our ability to innovate and grow, with integrity. This special feature calls each of us to accountability, humility and service.





KEYNOTE SPEAKER

Unathi Kamlana, returned to his alma mater, Rhodes University, to deliver this year's lecture on Values-Based Leadership. For Kamlana, the occasion was deeply personal, a return to the university where his academic journey began and a reminder that values are forged not only in classrooms, but in the communities we serve.







WHERE IT ALL BEGAN

Kamlana began his speech by reflecting on his time at Rhodes. This was not merely an academic journey, but a life-defining one, *"I spent the best years of my early life on this campus. I remember my time here fondly, and I have more than just a degree to show for it. I also met my wife of 21 years just outside this building. She was a first-year student, I was a final year student, and she looked a bit lost. I offered to help, and the rest, as they say, is history."*

This personal note grounded his lecture in humility and humanity, setting the stage for a deeper exploration of what leadership means in a time of disruption.

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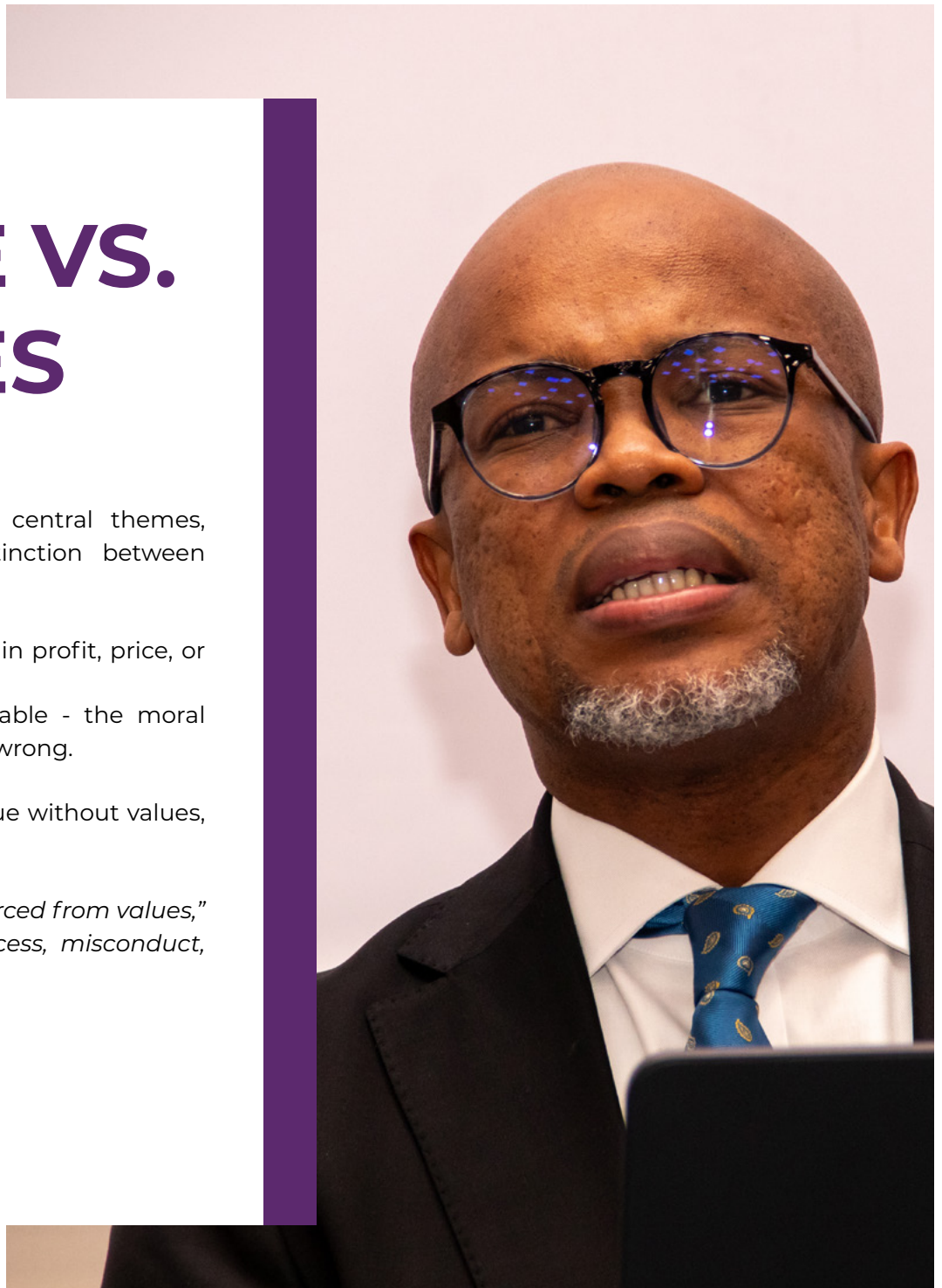
VALUE VS. VALUES

In one of the lecture's central themes, Kamlana drew the distinction between value and values.

- Value is measurable - in profit, price, or growth.
- Values are immeasurable - the moral compass of right and wrong.

When leaders pursue value without values, catastrophe follows.

"The pursuit of value divorced from values," he warned, "leads to excess, misconduct, and systemic harm."



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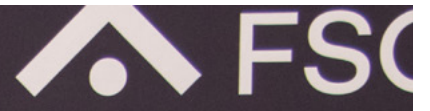


TRUST, GOVERNANCE AND ACCOUNTABILITY

He reminded us that leaders are mirrors of the societies they serve. *“We get the leaders we deserve,”* he said pointedly, explaining that a society that rewards greed will breed leaders who exploit. One that demands accountability will shape leaders who serve.



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THE FOUR LINES OF DEFENCE

Kamlana outlined a framework for embedding values in leadership:

- Families and communities instill character.
- Faith institutions ground morality.
- Schools and universities refine judgment.
- Governance and regulation reinforce ethics.

“Together, these lines of defence form the pillars of a values-driven society. Regulation alone cannot create values, but when combined with nurture, education, and governance, it safeguards integrity,” he said.



CALL TO LEADERSHIP

“Leadership cannot be reduced to chasing profits. It must be anchored on something deeper - putting people first, balancing innovation with inclusion, efficiency with fairness and growth with sustainability.”



LEGACY AND REFLECTION

This Annual Lecture series is a living archive of South Africa's struggle for ethical leadership. It reaffirmed that probity, justice and hope are not optional extras - they are the essence of leadership.

As June Jordan wrote in 1978: *"We are the ones we've been waiting for"*.







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