

PRESS CORPORATION LIMITED

LEADERSHIP DEVELOPMENT GRADUATION

10TH DECEMBER 2013

SPEECH BY THE GROUP CHIEF EXECUTIVE

- Welcome to the second PCL Leadership Development Graduation Ceremony. I am honored to stand before you graduants tonight because I know that this marks the beginning of a journey to great leadership.
- I would like to first of all express my appreciation to Redpoint Consulting, Theo and Mignon for your hard work and commitment to PCL program. It is not easy to be leaving your family for three days every month to fly down to Malawi for this program. We do not take it for granted.
- I am very happy today because now PCL is not short of leaders. The success of PCL lies in its people.
- To the graduating class, please remember that it is not your job title that makes you a leader but it is your ability to develop and empower other leaders.
- Leaders are known when the going gets tough. How you deal with the pressure is one aspect that determines whether you are a leader or not. What you do as a leader in the time of pressure is what separates the winners from the also-runs.
- The first rule as a leader is that always remember why you are here. Set yourself some targets and never derail from them until you achieve them.

- Remember that leaders do not create followers but they create other leaders. As EXCO, our plan is that each one of us should identify and develop two successors. We have a well thought out leadership and succession plan in PCL.
- My advice to you graduants is to exercise patients and to work hard. Otherwise PCL is one of the companies in Malawi where opportunities are there for growth and career development.
- The Company will do its part in training and development. However, as individuals, the onus is on you to keep on pushing and developing yourselves. Do not always wait for the Company to start. We have a great facility for personal development. You can access a study loan from the Company and whatever was deducted is reimbursed back to you once you have passed your exams. So it is actually a savings account of sorts.
- Note also that there is the greatest enemy of leadership. That enemy is called fear. Fear will come and try to pull you down and if you let it, that will be the end of you. Many people get fear and respect mixed up. As leaders you should be able to separate the two.
- Take feedback as one of the important weapons for your achievement. Always be open to advice and be willing to change.
- If I look at the EXCO we have, I can say that we have had a great career. Our doors are open. Please feel free to come for advice where you feel you may be lacking as the adage says, 'make hay whilst the sun shines.'

- Our wish is that when we leave this place, we can look at Press Corporation and feel proud because of its continual success even after we have left.
- To the Heads of Department, remember that your subordinates are the ones who push you upwards. You have done a great job so far with these graduants. You have been there for them and supported them throughout their course. Please continue to offer guidance as they come to implement the skills they have learnt.
- To the graduating class, congratulations for completing the course. You were expected to attend class and submit your assignments on time whilst at the same time not slacking in your duties and you have achieved that.
- May I ask all of you to stand and raise your glasses as we wish the graduating class success in all their endeavors.

Thank you very much.