i c s africa
the shared value people

Corporate

HeathCheck

22-23 JULY2026

ORGANISATIONAL HEALTH & SUSTAINABILITY INDEX MASTERCLASS FOR BANK RISK MANAGERS

“Mastering Organisational Health as a Strategic Risk Pillar for SSCI Alignment”

HYATT REGENCY HARARE THE MEIKLES

MASTERING ORGANISATIONAL HEALTH AS A STRATEGIC RISK PILLAR FOR SSCI ALIGNMENT

Overview

In the modern financial landscape, the definition of Bank Risk has fundamentally evolved. Traditional oversight of credit, market, and liquidity risk is no longer sufficient to protect institutional integrity. Global banking history proves that systemic failures often begin as soft issues - culture, governance gaps, and a lack of sustainability - long before they impact the balance sheet. The OHSI Masterclass for Bank Risk Managers is an intensive, two-day high-level programme designed to move bank leadership from reactive compliance to proactive institutional health management. This session provides the strategic bridge between traditional bank auditing and the future of Sustainable Standards Certification Initiative (SSCI) compliance.

Course Dates	22-23 July 2026
Daily Times	08h00 - 17h00
Course Venue	Hyatt Regency Harare The Meikles
Delivery Mode	In-person expert-led presentations
Cuisine	Teas and lunch
Investment	US$650 per person *Includes tuition, course materials, OHSI toolkit, curated experiences and sumptuous meals.*
Programme Director	Tidings Chaitezvi **T** +263 772 368 225 / +263 242 339 641-2 **E** tidings.c@icsafricagroup.com
Programme Coordinator and Lead Facilitator	Commissioner Thandiwe Mlobane **T** +263 712 909 733 **E** mopelsotts@gmail.com
Registration Contact	Ntando Maphosa **T** +263 774 531 188 / +263 242 339 641-2 **E** ntando@icsafricagroup.com

MASTERING ORGANISATIONAL HEALTH AS A STRATEGIC RISK PILLAR FOR SSCI ALIGNMENT

ABOUT ICS AFRICA

ICS Africa (Innotec Creative Solutions for Africa) is a premier pan-African consultancy dedicated to professionalising the continent's institutional architecture. We operate at the intersection of human capital development and structural efficiency. At ICS Africa, we don't just deliver a course - we leave behind proprietary tools and templates that foster a high-performance banking culture long after the event.

WHO SHOULD ATTEND?

Based on the strategic focus of the OHSI Masterclass, the following professionals and decision-makers are the most suitable attendees:

Board Risk Committees: To enhance their oversight of non-financial risks and align with international governance standards.

Chief Risk Officers (CROs) and Risk Executives: To gain practical tools (the OHSI toolkit) for quantifying organizational health and institutional integrity.

Chief Executive Officers and Board Members: To understand how to move the institution from reactive compliance to proactive health management.

Internal Auditors and Compliance Officers: To bridge the gap between traditional financial auditing and the future of SSCI (Sustainable Standards Certification Initiative) compliance.

Sustainability and ESG Leaders: To learn the roadmap for achieving global sustainability certification and driving a high-performance corporate culture.

Strategic Planning Executives: To ensure that institutional vitality is integrated into long-term growth and stability strategies.

COURSE CONTENT

DAY 1: INSTITUTIONAL HEALTH DIAGNOSTICS AND THE OHSI FRAMEWORK

Foundational metrics and internal vitality assessment.

Module 1: Introduction and Deep Dive into the OHSI Framework
The 8 Pillars of the Index - A technical breakdown of the Organisational Health & Sustainability Index (OHSI) metrics, including Leadership Integrity, Cultural Cohesion, and Accountability Structures..
Predictive Indicators - Learning to use the OHSI to identify silent killers and toxic risks before they manifest as financial losses.
Data-Driven Governance - Techniques for converting qualitative health indicators into quantitative reports for Board oversight.
Module 2: The New Frontier of Banking Risk
The Shift in Risk Definition - Understanding why traditional credit, market, and liquidity oversight are no longer sufficient to protect institutional integrity
The "Soft Issue" Genesis - Understanding how systemic banking failures often begin with culture, governance gaps, and a lack of sustainability long before appearing on a balance sheet.
The National Context - Aligning institutional stability with Zimbabwe's National Development Strategy (NDS2) and the Vision 2030 mandate for a resilient financial sector.
Module 3: The Tech-Enabled Risk Executive
Data-Driven Governance - Techniques for converting qualitative health indicators from the OHSI framework into quantitative, data-backed reports suitable for Board Risk Committee oversight.
The AI-Powered Risk Executive - Utilising emerging technologies and predictive modeling to identify emerging systemic risks, increasing the output capacity of the risk function while maintaining rigorous oversight.
The Golden Rule of AI - Establishing a framework for absolute transparency, ethical judgment, and manual verification to ensure AI serves as a drafting aid without compromising the integrity of risk modelling.

DAY 2: STRATEGIC GOVERNANCE, AI, AND GLOBAL ALIGNMENT

Equipping Bank Risk Managers with the practical tools and agile governance systems required for high-level institutional health, regulatory alignment, and international certification.

Module 4: Results-Based Administration (RBA)
Transitioning to RBA - Shifting the internal culture from routine task completion to high-impact, performance-based outcomes that satisfy both local regulators and international partners, and implementing accountability structures that prioritize institutional health as a measurable KPI for senior management.
Reputation Management - Mastering protocol for international re-engagement, investor relations, corresponding banking security, inter-agency coordination, handling sensitive communication and protecting the professional brand of the institution.
Module 5: Governance 2.0 - The Manager's Role
From Compliance to Stewardship: Shifting the leadership mindset from check-box regulatory compliance to active stewardship of the bank's systemic vitality and long-term sustainability.
Solving Document Stagnation - Practical methods for identifying administrative bottlenecks in risk reporting and designing leaner, high-velocity approval paths to eliminate red tape.
The Ethical Compass - Strengthening the role of risk leadership in setting the tone at the top, ensuring institutional integrity remains the primary filter for all strategic bank decisions.
Module 6: The SSCI Excellence Lifecycle - From Certification Roadmap to Optimisation
The Technical Gap Analysis - Step-by-step instructions for conducting an Accuracy Audit to measure current institutional performance against the global Sustainable Standards Certification Initiative.
From Certification to Competitive Edge - Leveraging SSCI status to lower the cost of international capital and strengthen correspondent banking relationships.
The SSCI Maintenance Framework - Strategies for conducting internal "Accuracy Audits" to ensure the 8 Pillars of the OHSI continue to feed into and support global sustainability requirements.
Building Institutional Memory - Implementing digital systems and process mapping to ensure that risk monitoring, institutional health data, and certification progress continue seamlessly during staff transitions.
The 90-Day Execution Blueprint - Drafting a clear, actionable timeline for initiating an institutional OHSI diagnostic and implementing health improvements upon returning to the office.

Facilitator Profile

COMMISSIONER THANDIWE MLOBANE

A Distinguished Governance and Finance Expert

Commissioner Thandiwe Thando Mlobane is a distinguished governance and finance expert whose career spans the critical intersections of regulatory compliance, risk management, and strategic leadership. As a former Commissioner and Spokesperson for the Zimbabwe Anti-Corruption Commission (ZACC), she played a pivotal role in overseeing compliance and systems, specifically chairing the Audit Committee where she provided rigorous oversight of internal audit and risk functions. Her deep institutional knowledge of the Zimbabwean financial landscape is anchored by a significant tenure at the Reserve Bank of Zimbabwe and Genesis Investment Bank, providing her with an intricate understanding of the systemic risks and regulatory pressures facing today's bank risk managers.

This practical financial background is complemented by her extensive experience in the public sector, including senior roles at the City of Bulawayo and advisory work with The Urban Institute. Her leadership extends across a diverse portfolio of sectors, having held board directorships in rail, aviation, telecommunications, mining, energy, and hospitality for both SEPs and listed companies.

Academically, she is exceptionally well-credentialed with a Bachelor of Accountancy from the University of Zimbabwe and a Master of Business Administration from the National University of Science and Technology, and she is currently furthering her expertise through a Doctorate in Business Administration.

Now serving as the Managing Director of Mopel Sotts (Private) Limited, Commissioner Mlobane brings a unique, holistic perspective to the OHSI Masterclass, blending high-level anti-corruption insights with executive-level risk mitigation strategies to empower bank risk managers in navigating complex modern economies.

Facilitator Profile

TRYMORE MUHLANGA

A Renowned ESG and Finance Expert

Through his strategic leadership at ZB Financial Holdings (ZBFH), Trymore Muhlanga has been instrumental in positioning the institution as a pioneer of sustainable finance in Zimbabwe. As a key driver of the Group's transition toward holistic value creation, he played a central role in ZB Bank becoming the first financial institution in the country to attain the prestigious Sustainability Standards Certification Initiative (SSCI) certification, awarded by the European Organisation for Sustainable Development (EOSD).

Muhlanga's expertise in the SSCI framework allows him to effectively integrate Environmental, Social, and Governance (ESG) principles into ZBFH's core business strategy, moving beyond traditional corporate social responsibility toward a model of high-level sustainability and institutional integrity. His work emphasises the alignment of financial services with the UN Sustainable Development Goals (SDGs) and Zimbabwe's National Development Strategy (NDS1), specifically focusing on financial inclusion, climate-resilient infrastructure, and stimulating agricultural value chains.

Beyond his corporate leadership, Muhlanga serves as a key facilitator for the OHSI Masterclass for Bank Risk Managers, providing them with the practical tools to convert ESG principles into robust risk-mitigation strategies. By leveraging his deep understanding of the SSCI framework, he empowers participants to move beyond traditional compliance, fostering long-term economic resilience and ensuring that institutional integrity remains at the forefront of modern banking practices.