

OUR GOLDEN STORIES

Leadership Development Programme 2026 graduation ceremony

NOVEMBER 2026

From graduation to impact: 300 graduates growing Harmony's next generation of leaders



At Harmony we believe that leadership development is more than learning new skills or earning a qualification. It is about how that learning translates into action, how leaders show up for their teams, the decisions they make and the difference they create.

This philosophy was at the heart of our 2026 Leadership Development Programme graduation ceremony on 29 October 2026 at the Khaya Ibhubesi Conference Centre, where 300 employees received certificates of achievement and celebrated an important milestone in their leadership journeys.

Harmony's investment in developing its leaders began in 2017, with an initial ambition to train 2 026 leaders by 2021, across all levels of the organisation, from executives and senior managers to middle and emerging managers, team leaders and supervisors.

Nine years later, that goal has grown into a significant leadership pipeline. To date, 3 309 employees have enrolled in Harmony's leadership development programmes, with 2 804 having completed their studies, and a further 365 are currently participating in classroom-based learning.

Harmony CEO, Beyers Nel reminded graduates, that the true measure of leadership is not the certificate received at graduation, but what happens when leaders return to the workplace.

Nel said, "We therefore need leaders who remain curious, who are willing to learn and who have the courage to challenge the way things have always been done. You cannot lead a changing organisation if you are not prepared to change yourself."

Turning learning into leadership

For Harmony, effective leadership is demonstrated through action. It is seen



when leaders make better decisions, set higher standards, have the courage to address what is not right and the ability to create environments where people can perform at their best.

Importantly, leadership is also aligned to safety. It is a shared responsibility that must be demonstrated through leadership at every level.

This places an important responsibility on every graduate. The value of their learning will ultimately be reflected in how they apply it to create safer workplaces, stronger













teams and a culture of accountability and continuous improvement.

Growing leaders at every level

Reflecting on that journey, Executive Director: Corporate Affairs, Dr Mashego Mashego noted that Harmony understood early on that its future would be defined not only by what it mines or produces, but by the quality of the people who lead its teams every day.

That philosophy continues to underpin Harmony's approach to leadership development, helping employees expand their capabilities while strengthening the leadership pipeline needed to support the company's future.

Dr Mashego said,



"Having spent more than 20 years at Harmony, I have had the privilege of watching this company grow and transform. When I started my journey here, opportunities like our Leadership Development Programme were simply not available. Today, seeing hundreds of leaders graduate through these programmes is something I am incredibly proud of. It speaks to Harmony's commitment to investing in its people and ensuring that every employee has the opportunity to learn, grow and reach their full potential."

He emphasised that leadership is not defined simply by position or title. Its impact is experienced through people and positive change.

Creating a multiplier effect

Beyers Nel challenged graduates to take what they had learned and develop others, noting that future mine managers, general managers, executives and even a future CEO could be among the leaders being developed today.

After all, the real work begins after graduation. Harmony's investment multiplies when graduates return to their teams, coach others, interrogate established ways of working and create opportunities for others to grow. This is how individual development becomes organisational capability.

For this year's 300 graduates, the LDP graduation ceremony marked the beginning of an opportunity to turn knowledge into action, to lead with courage and humility, protect people, raise standards and create opportunities for others to succeed.

Developing leaders is not only about preparing people for their next roles. It is about strengthening the leadership capability Harmony needs to remain safe, resilient and positioned for the future.

