

Containing and dissolving corruption in the Namibian society

Based on all the previous articles, discussions of the Namibian society, including the public sector of Namibia's ethical, accountability and governance challenges, two phases will be described to illustrate how to embark on and how to sustain the momentum of transformation in our society in reducing corruption.

Preparation of the context and preventing corruption and governance challenges are the main focus areas. Too much focus on the "hard", structural part, for example penalties, legislation and enforcement, will not contain corruption, because it creates deficiencies and ineffectiveness, i.e. an excessive, faceless procedural emphasis.

People need incentives, motivation and inspiration in a culture that stimulates creativity, openness and trust to dissolve complex problem situations such as corruption.

Dissolving systemic corruption in a dysfunctional Namibian society and public sector performance challenges requires innovation and new perspectives, because the problem is dynamic and mutating continuously. Innovation and creativity are of key importance for generating new options to contain systemic corruption.

INTERVENTION

To contain and dissolve systemic corruption in the dysfunctional Namibian society requires the managing of key drivers, key uncertainties and key interventions (strategies).

The first phase of containing corruption, to use the metaphor of a lifestyle illness, is to bring down the fever of the patient, to stabilise the problem situation as soon as possible. Once the patient's fever and heart rate



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are under control, surgery, physiological and psychological treatment (the dissolving phase) can start to enable a sustainable lifestyle.

The dissolving phase is the most challenging and it can take decades to create the most suitable and sustainable conditions for treating the illness of corruption. To change corruption requires an attitude and lifestyle change. To provide hope, to explore alternative ways of sustainable living, requires continuous change.

Monitoring and evaluating treatment and the patient's response, his or her condition and connecting him or her to a support network of other patients, creating penalties (e.g. for falling back to an unsustainable lifestyle) and rewards (incentives and praise) for structural and operational changes, are part of the dissolving phase.

References

Coetzee, J.J. 2012. **Systemic Corruption and Corrective Change Management Strategies: A study of the co-producers of systemic corruption and its negative impact on socio-economic development. Unpublished PhD dissertation. University of Stellenbosch, Stellenbosch.**
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