



UNIVERSITY OF  
KWAZULU-NATAL<sup>TM</sup>  
INYUVESI  
YAKWAZULU-NATALI

**EXTENDED  
LEARNING**



# Managing for Impact

(New Managers Programme)



26th – 28th August 2015

OUR WORLD IS CHANGING... SHOULDN'T YOU?

# Managing for Impact

(New Managers Programme)

## PROGRAMME OVERVIEW & OBJECTIVES

In today's fast paced competitive business environment, the demand for good managers and leaders far exceeds supply. This programme focuses on the process skills that new and emerging managers require to work with, and mobilise people in order to achieve tangible results in and across respective business units of the organisation. The shift from managing self to managing others requires a different set of capabilities, in order to bring out the best in the manager and the team. This is often a challenge for new managers, who have to move beyond the known base of technical and task familiarity and embrace a new challenge of working with others to achieve results. The people you work with will depend on you for direction, support, shared experience and knowledge, and ultimately, excellent leadership.

Through this programme you will understand the power of managing people for impact, using proven processes to achieve lasting results.

### How you will benefit. You will learn to:

- Understand the context and requirements of management in a globally competitive market driven environment
- Master yourself in a team environment
- Refine your personal leadership brand
- Employ tools to aid in managing conflict, manage diversity and improve communication (using the TKI assessment inventory)
- Apply content and process skills to manage effectively in your organisation
- Execute your new role with confidence

### Key focus areas:

- Managing self
- The nature of leadership characterising successful organisations in today's business environment
- To deepen one's understanding of personal style in relating to others in the workplace (using the MBTI assessment inventory)
- Managing others
- The need for agile teams in organisations today
- Exploring the leadership strategies required in the various stages of a team's development
- Managing performance and productivity
- Using coaching as a management tool
- Introducing change into a team and dealing with resistance

### Who should attend:

- Young managers and technical specialists
- Supervisors, team leaders and junior managers
- Recently appointed first-time and prospective managers

### Facilitators include:



Development Unit at Wits Business School and the Consultancy, Leadership Action and Alignment.

**Dr Karen Ortlepp** is an Industrial Psychologist with a PhD from Wits University. She has lectured in the Wits Psychology Department, Wits Business School and with the School of Management at the University of KwaZulu-Natal. Karen has had corporate experience with ABSA and SAB and has facilitated team and leadership interventions with a range of organisations through the Management



and UKZN, and has had corporate experience as a HR Development Manager at De Beers and as an internal Organisational Development Consultant at Investec Bank. Lisa has consulted independently to organisations for the past 19 years. She established Leadership Insight 8 years ago with her partner, Karen Ortlepp, and together they facilitate leadership development and change management interventions.

**Dr Lisa Kinnear** is a business partner at Leadership Insight, a KZN based organisational development consultancy specialising in leadership coaching, team development and organisational change. She has recently completed her PhD at UKZN and has a Masters of Management (Strategic HR) from Wits. Her doctoral research focused on emerging models of power amongst South African women business leaders. Lisa has lectured part-time at both Wits Business School

### Entrance requirements:

- National Senior Certificate (NSC)
- Minimum of three years work experience

### NQF level:

Estimated at NQF level 5 on the National Qualifications Framework (NQF)

### Programme fee:

The Course fee of R10 395 (incl.VAT) covers tuition, instruction material, assessment inventories, lunches and refreshments (IPM members qualify for a 30% discount)

### Duration:

Three days (08:00 – 17:00)

**Delegates will be required to complete the following assessments online (the details will be sent to you) before the programme commences:**

- MBTI assessment inventory
- TKI assessment inventory

## Contact:

Nomfundo Msomi T : +27 31 260 3996 E : [msomin@ukzn.ac.za](mailto:msomin@ukzn.ac.za)  
[www.ukznextendedlearning.co.za](http://www.ukznextendedlearning.co.za)

University of KwaZulu-Natal, Howard College Campus, Gate 9, Room 212 , Innovation Centre, Rick Turner Road, Durban, 4001