



UNIVERSITY OF
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**EXTENDED
LEARNING**

Certificate in Visionary Leadership



Online

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



Certificate in Visionary Leadership

Programme overview & objectives:

The global landscape is currently volatile, uncertain, complex and ambiguous (VUCA) whereby leaders find themselves challenged to cope and manage their teams and organisations. This course has been developed to assist leaders to overcome the challenges of the VUCA world.

This course enables leaders in every sector and at every level to develop the necessary skillset and mind-set to thrive in a VUCA context. We are operating and leading in a VUCA world and leaders need to be equipped to lead within the changing landscape.

How you will benefit. You will learn to:

- Explore the concepts of visionary leadership and apply the concepts to your working environment and social environment
- Engage and understand the concepts of Leadership resilience
- Analyse and unpack cultural intelligence

Key focus areas:

- **Module 1:** Building Leadership Resilience in Turbulence
Leader resilience is the key to energising and empowering leaders to sustain in turbulent times. Luckily, resilience is a skillset that can be learned (Parameshwar, 2006; Werner, 1982). Key topics included in this session are the origination of resilience in leaders, how adversity actually helps leaders to learn and grow through resilience (Elkington & Moss Breen, 2015; King & Rothstein, 2010; Stoner & Gilligan, 2002), the impact of positive psychology on the presence of resilience (Luthans, Avolio, Avey, & Norman, 2007; Seligman, 2002; Snyder, 2000), and the beneficial use of active reflection when facing difficult times (Valli, 1997).
- **Module 2:** The Role of Cultural Intelligence in VUCA Contexts
Cultural Intelligence is the ability to behave and communicate effectively and appropriately in cross-cultural settings in order to achieve one's goals (Ang, et al., 2007; Earley & Mosakowski, 2004). This requires a combination of knowledge, skills, and attitudes that are developed over time (Hammer, Bennett & Wiseman, 2003) and through openness to trial and error (Gregersen-Hermans & Pusch, 2012). CQ leaders know how to develop their competencies through mindful awareness and introspective reflection on their behaviour (Thomas & Inkson, 2008). Topics include unconscious incompetence (Kruger & Dunning, 1999); hidden bias (Bennett, 1986); and cultural dimensions (Hofstede & Hofstede 2001). Attendees will participate in a brief simulation regarding cultural values.
- **Module 3:** Why innovation is a necessity, not a nicety in turbulence and VUCA
This session explains why innovation and collaboration are key to thriving in turbulence, and explores how and where innovation and collaboration have to evolve in order to meet the demands of the 21st century. Participants will have an opportunity to explore the readiness of their own organisation to collaborate and innovate to thrive in today's VUCA context.

Facilitators include:



Professor Rob Elkington

Rob is an adjunct Professor at the University of Ontario Institute of Technology (Faculty of Business and IT). He started Global Leadership Initiatives with Leadership Development Consultants around the world and developed the Leadership Quest App and the Personal Leadership Development Plan App. Rob leads an international research team looking into: "Seeking Best Methods for Leadership Development". He has vast experience in teaching online courses on topics such as leadership, business and education, critical thinking and ethics.



Professor Jennifer Moss Breen

Jennifer is an associate Professor and Program Director at Creighton University in the USA. She completed her PhD at the University of Nebraska – Lincoln in Leadership Studies. Her fields of interest include Teaching on Leadership, Ethics, Organisational Strategy, Organisational Behaviour, Physician Leadership, and Research Methods.



Dr Elizabeth A. Tuleja

Elizabeth is a well-regarded researcher, teacher, and colleague with over 20 years' of experience in higher education (undergraduate, graduate and executive education) and professional consulting in intercultural management and global leadership. She completed her PhD on University of Pennsylvania, Philadelphia, PA, in the USA and is currently based at University of Notre Dame, within the Mendoza College of Business.

Who should purchase this online course:

- Top business executives from across Africa
- Emerging managers and leaders in every sector from across Africa
- Business leaders seeking to enhance the internationalisation of their businesses
- Entrepreneurs functioning in a VUCA world
- Graduate students seeking to have an edge with respect to their CV

Entrance requirements:

- Applicant must have access to a reliable Internet connection to complete required modules online
- Applicant must be fluent in English and have the capacity to read technical language related to leadership and business

Programme fee:

The programme fee of R9 000 (incl. VAT) for the entire programme or R3 000 (incl. VAT) per module covers online tuition

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