

# SENIOR LEADERSHIP DEVELOPMENT PROGRAMME



# 2020



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

**EXTENDED  
LEARNING**

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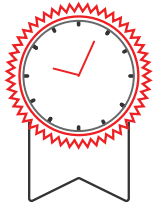
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# INFOGRAPHICS



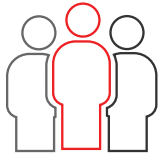
**7 YEARS**  
OF EXCELLENCE IN  
SERVICE DELIVERY

**109 YEARS OF  
EXISTENCE - UKZN**



**±250**

**PARTNER COMPANIES**

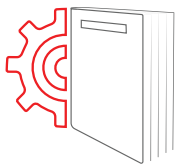


**±18 000 DELEGATES**

**SERVED AND GROWING**



**B-BBEE LEVEL 2**



**±500**

**PROGRAMMES RUN**



**7 YEARS**

**UNQUALIFIED  
FINANCIAL AUDITS**



## AVERAGE EVALUATION RATINGS ON PROGRAMMES

**FACILITATION – 85%**  
**PROGRAMME ADMINISTRATION – 95%**

**PROGRAMME EVALUATION – 85%**  
**CONTENT – 90%**



## RANKINGS

**TIMES HIGHER EDUCATION YOUNG  
UNIVERSITY RANKINGS – UKZN 83RD IN  
2019, ONLY SA UNIVERSITY IN TOP 100**

**CENTRE FOR WORLD UNIVERSITY  
RANKINGS – UKZN 3RD IN SA 2018/2019**

**QS QUACQUARELLI SYMONDS WORLD  
UNIVERSITY RANKINGS FOR 2020  
RANKED UKZN AS ONE OF THE TOP 8**

**UNIRANK LISTED UKZN NO. 1  
MOST POPULAR UNIVERSITY IN AFRICA  
2018**



## FINANCE

**AVERAGE NET PROFIT ON SALES  
2012 - 2018 - 14%**



**RETURNING CLIENTS  
PROPORTION OF SALES - 40 %**

# MESSAGE FROM THE CEO



The Senior Leadership Development Programme (SLDP) has been specifically designed to expose you to local and international best practice, using the very latest blended learning methodologies, with cutting edge content taught by leading academics from UKZN and professionals associated with our institution.

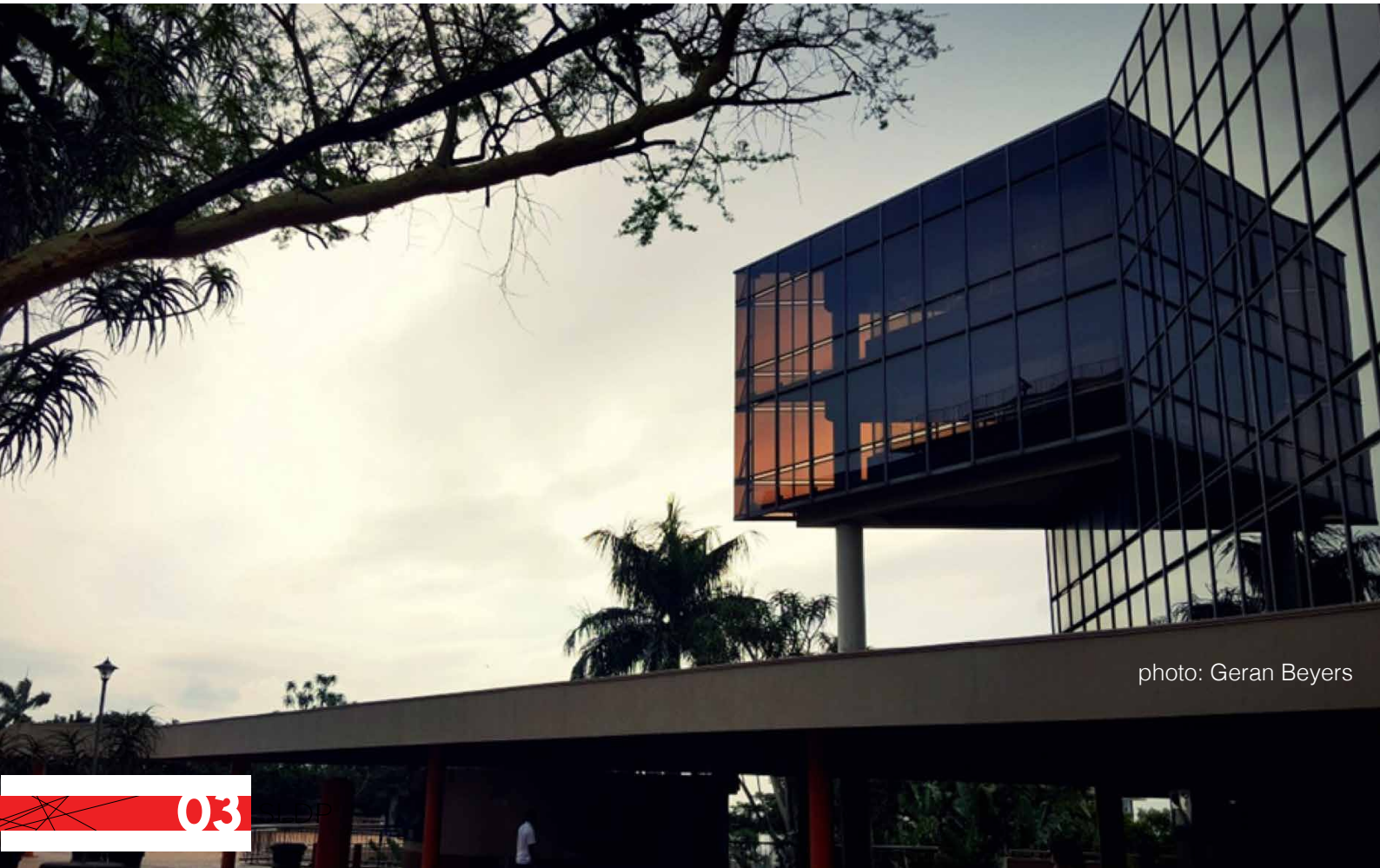


photo: Geran Beyers





photo: Ncamisile Ndlovu

The SLDP will provide you with a unique opportunity to hone your talents, develop critical skills and acquire the knowledge required to make a real, measurable impact within your organisation. Leadership is an asset which provides the critical equity for organisations to be successful. Developing your leadership potential requires a challenging and stimulating context, both local and global, against which you can test yourself to lead in rapidly changing markets for goods and services, understanding the imperatives coupled with leadership in complex, competitive and uncertain business and economic environments. New technologies are demanding up-skilling in data analytics and communication expertise for optimal stakeholder impact.

The SLDP will equip you with the competencies and a depth of knowledge that cannot be achieved by repeating the practices and procedures at work alone. You will be taken out of your comfort zone, but with the support needed to learn to become even more effective in your leadership role within the organisation, as well as developing an in-depth understanding of the linkages between the macro-socio-economic-political environment business units and how these impact the strategy and performance targets of the organisation.

The SLDP is underpinned by critical thinking and reflection around values, ethics, governance and culture of effective and successful organisations. Executive coaching and mentoring provide support for each delegate face to face, to ensure that the knowledge and skills you acquire on the SLDP will assist you to build your unique capacity to meet the increasingly competitive demands of business and leadership in the 21st Century.

We look forward to welcoming you to the programme.

Simon Tankard  
CEO  
UKZN Extended Learning

A close-up photograph of two hands holding several interlocking wooden puzzle pieces. The hands are positioned as if they are about to place a piece into a larger structure. The background is blurred, showing what appears to be an office setting with a person in a blue shirt.

# INTRODUCTION TO THE SENIOR LEADERSHIP DEVELOPMENT PROGRAMME

The Senior Leadership Development Programme (SLDP) will provide you with the opportunity to reflect on your leadership style and capacity and to immerse yourself in the latest thinking about best practice in leadership. The programme will provide you with the resources and knowledge to improve your capacity to lead your organisation into the future, through and with your people.

The programme is designed to assist executives to develop expertise to lead change and transformation, to work more effectively in uncertain environments, to harness technology and to align the organisations strategy to performance and the achievement of results. Business simulations and case studies are integrated into the programme for optimal experiential learning, often in teams, supported by a blended learning 24/7 access to cutting edge, relevant sources of knowledge and experience, to enhance your learning as you need it.

Executive coaching and mentoring, as well as a cutting edge business simulation are key features of the programme, which each delegate undertakes, and which runs the length of the programme. The programme is underpinned by a team of executive coaches, who work one on one with you

to develop your unique set of leadership skills. This personal learning journey ensures that you have the opportunity to critically examine your personal leadership style, supported by the creative development of a culture of performance and execution in the workplace.





## WHO SHOULD ATTEND

Senior executives, directors and heads of business units who typically would have responsibility for planning and leadership or strategic activities in organisations, who wish to develop leadership capabilities to drive long term sustainability and success of the organisation in a dynamic, fast changing world.

## LEARNING METHODOLOGY

The SLDP is designed using a blended learning approach to ensure 24/7 access to new knowledge, to support experiential and applied learning and development methodologies, based on empirical and theoretical tenets which underpin the value to be gained from the programme.

## ASSESSMENT

The SLDP is assessed in the form of an individual strategic assignment, as well as group assignments for each of the modules throughout the programme. The aim of the strategic assignment is to find solutions to a current critical strategic business challenge or to explore potential business opportunities within the work environment.

## INTERNATIONAL BUSINESS SIMULATION

A real-time experiential online business simulation provides exposure to general management at the cutting edge, with teams competing for market share and sustainable growth for their virtual organisations.



## UKZN ALUMNI

Graduates of the SLDP will join the Alumni network of the University of KwaZulu-Natal. Alumni receive University newsletters as well as invitations to exclusive events and networking opportunities.

## DURATION AND DATES

The programme consists of five modules of three days each, one module per month, typically from Thursday through Saturday, to accommodate work constraints and requirements, and to minimise time away from work. A final day and graduation ceremony will take place on completion of the programme.

Please note that in addition to the individual strategic assignment and module assignments, delegates are expected to attend and participate in all of the modules in order to successfully complete the SLDP.







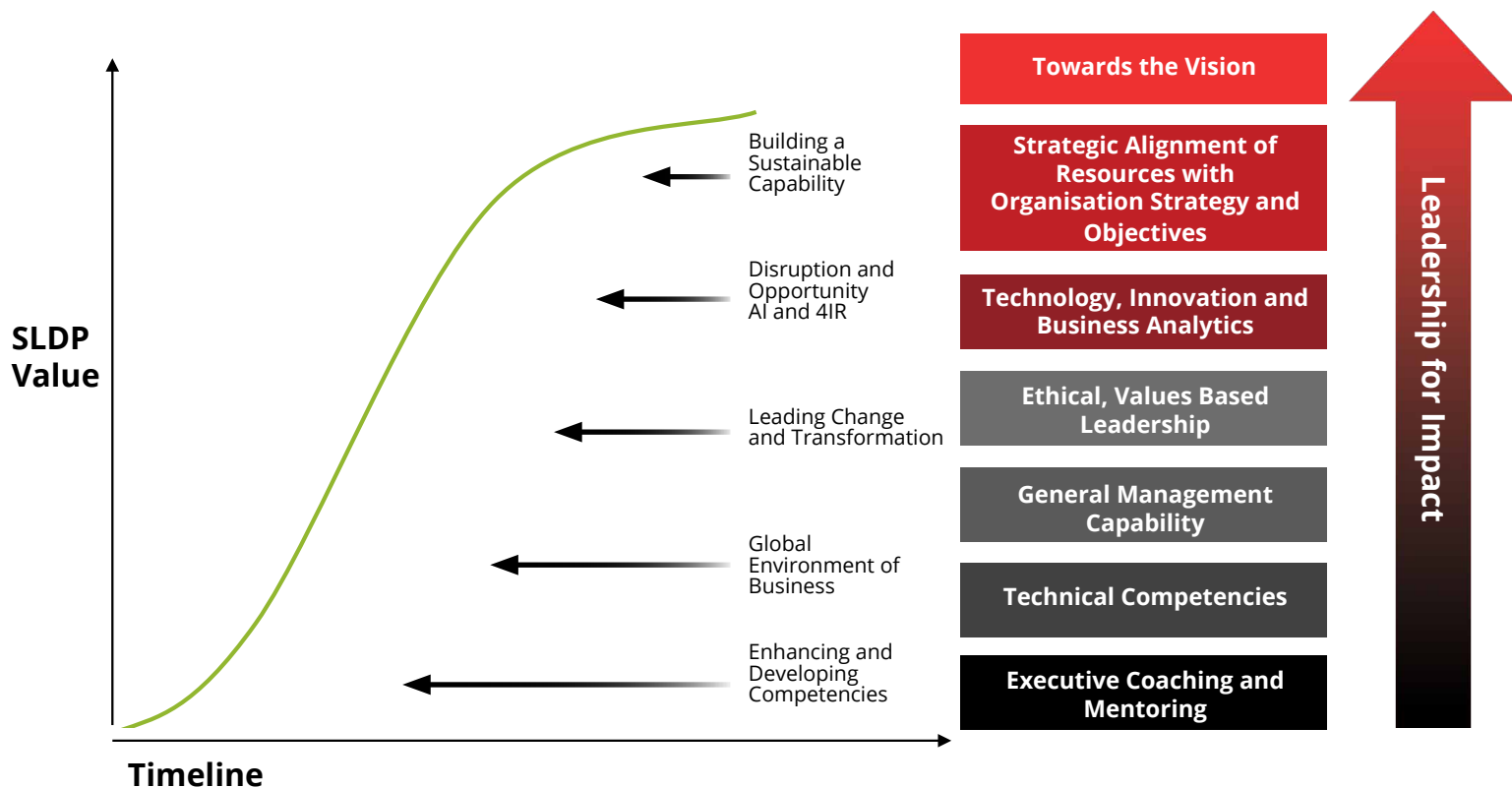
# PROGRAMME MODULES CONTENT AND DESIGN





# VALUE CONTRIBUTION CURVE

Investment in the SLDP will provide a significant return for the individual in terms of measurable impact at a personal and professional level, as well as the potential benefit to be derived for the sponsoring organisation, communities and society.



# ACADEMIC/PROFESSIONAL TEACHING AND FACILITATION

Full-time academic members of the University of KwaZulu-Natal (UKZN), one of the leading tertiary educational institutions in Africa, as well as leading professionals from a range of local and international organisations facilitate on the programme.

## Key Faculty and Speakers include:



### **Natasha Williams-Phatela**

Natasha is the founder of Grow Training & Advisory Services cc, a firm specialising in Human Resources and Organisational Development. She is also the founding partner of and a lead facilitator for Franklin Covey Namibia.



### **Professor David Beaty**

David is the Director of Beaty and Associates Training and Consulting Firm. He has taught on MBA and Executive Education Programs at all levels of management in the USA, Europe, Asia and Africa. He trains and consults in the fields of Leadership,

Human Resource Management, Team Performance, Marketing and achieving Exceptional Customer Service. He holds a BA from Bryan College, an MA from Middle Tennessee State University, and a PHD from the University of Port Elizabeth and is a registered Psychologist. David is also accredited to facilitate with Insights Discovery and the Personal Styles Inventory instruments.



### **Professor Mabutho Sibanda**

Mabutho joined the University of KwaZulu-Natal in September 2007 and is currently Dean and Head of the School of Accounting, Economics and Finance in the College of Law and Management Studies. He is a blended academic with six years' of investment

banking experience and 12 years' of lecturing experience. Prior to his appointment as Dean and Head of School, Mabutho served as Academic Leader – Finance.



### **Simon Tankard**

Simon is the CEO of UKZN Extended Learning. He completed his studies in Industrial Psychology at UKZN, and holds BCom (Unisa) and MBA (Warwick) business

qualifications. He is currently a PhD candidate at UKZN, researching the psychology of entrepreneurship. Simon worked for South African Breweries and the Anglovaal Group before focusing on executive education. He has travelled widely and has directed executive development programmes in Ethiopia, India, Singapore, Dubai and China. His executive education experience was gained at the University of Oxford and at GIBS in South Africa.



### **Professor Pantaleo MD Rwelamila**

Professor Rwelamila researches and teaches project management and is based at UNISA's School of Business Leadership. His areas of specialisation include project management, project delivery systems, and

influence of culture on project management. His research interests are appropriate project delivery systems, best practices in construction for industry development, public private partnerships (PPPs) in infrastructure development, construction industry policy, culture in organisations, TQM and project dispute resolution methods. In 2005, Prof Rwelamila was the second most cited academic in the research area of project management in the world. He holds PhD (Project Management), UCT MSc (Construction on Project Management), Brunel University APD (B.Economics) ARI-UCLAS qualifications.





### **Dr Martyn Davies**

Martyn is the Managing Director of Emerging Markets and Africa at Deloitte. He also leads the Africa firm's China and Japan Services Group and is a member of the Global Firm's Insight Advisory Group. Over his career, he has been an advisor to a large array of multinational firms on their market entry and engagement strategies in emerging markets and Africa. He is a Senior Fellow at the MasterCard Center for Inclusive Growth – a group comprising leading international economists which works on subjects relating to macro-economy and inclusive growth. Martyn has delivered lectures by invitation at Harvard University, MIT, London School of Economics, Oxford University, Peking University, the



### **Navitha Sewpersadh CA(SA)**

Navitha is a chartered accountant and also an academic, lecturing financial accounting to the PGDA/ Honours class, as well as supervising research at UKZN. Navitha served as an academic leader for two years in the school of Accounting, Economics and Finance at UKZN. She has 10 years' managerial experience, three of which were at a senior management capacity. Navitha has intricate knowledge and experience of every facet in budget and strategic management, Expenditure Control and Supply Change Management gained as the Assistant Director of Finance in Public Works and Department of Social Development.



### **Dr Rejoice Ngongo**

Rejoice is Associate senior trainer for Inspirational Developmental Group and senior coach and board member for Africa Board for Coaching, Consulting and Coaching Psychology (ABCCCP). She has worked as HR Manager at Allan Gray Orbis Foundation as well as Vice-Dean: Education: Durban-Umlazi Campus, University of Zululand. Her purpose is to enable individuals, teams or organisations to unlock their potential so they transform themselves and achieve desired positive results. Rejoice has coached managers and facilitated in diverse organisations such as Standard Bank, Nelson Mandela Children's Fund and Hollard. Currently she is a director of Mindfield, a coaching and facilitation company.

African Development Bank, the OECD, the European Commission, the Royal African Society and the World Bank.



### **Professor Brenda Gourley**

Brenda is a member of several boards (including that of AdvTech Ltd.) in SA, the UK, the US and Europe. She is also the Chair of the Council for Education in the Commonwealth. She brings vast experience from her many Board and advisory positions as well as her consultancies in both the public and private sectors.







# TESTIMONIALS

The facilitators were highly qualified academics drawn from the different Schools and Colleges at UKZN who were always well prepared and professional. The feedback from the delegates has been extremely positive.

The UEL Staff delivered an excellent level of service and support and the company has a reputation for its professionalism, courtesy and timely completion of its work.

We are pleased to recommend UEL to any organisation that is serious about the learning and development needs of its employees.



**Moketenyana Mayongo**  
General Manager:  
Corporate Services  
Umgeni Water

UKZN Extended Learning complied with all the terms and conditions of the Up-skilling project and concluded the services within agreed upon timelines. They under-promised and exceptionally overdelivered. The UKZN Extended Learning project teams conduct has been fair, courteous and above all, professional in every respect.



**Ms. Khau Moloko**  
Senior Manager:  
Human Capital  
Management, National  
Lotteries Commission



# FREQUENTLY ASKED QUESTIONS

**Q**

**What qualification will I gain on completion of the SLDP?**

**A**

Delegates will receive an official certificate from the University of KwaZulu-Natal confirming their successful completion of the SLDP, subject to achieving 50% or more for the prescribed strategic assignment. This programme is presented at HEQF level 8 on the SAQA National Qualifications Framework, as prescribed by the Council on Higher Education (CHE).

**Q**

**What can I do with the certificate?**

**A**

The SLDP is an applied programme aimed at advancing your career and responsibilities in leadership. Those delegates who are already employed in these fields find that the programme enables them to advance to higher levels within their organisations.

**Q**

**When is the SLDP offered?**

**A**

There is one intake per year.

**Q**

**Can the SLDP be customised for organisations?**

**A**

UEL also provides customised and/or in-house programmes for clients, uniquely designed to meet specific development needs across public and private sectors. The SLDP can be customised to address an organisation's specific development needs.

**Q**

**How will I be assessed?**

**A**

The SLDP is assessed in the form of individual and group assignments for each of the modules throughout the programme. In addition to this, a final practical project that builds on theory learned across multiple modules within the programme will need to be submitted.

**Q**

**Is the SLDP an accredited Programme?**

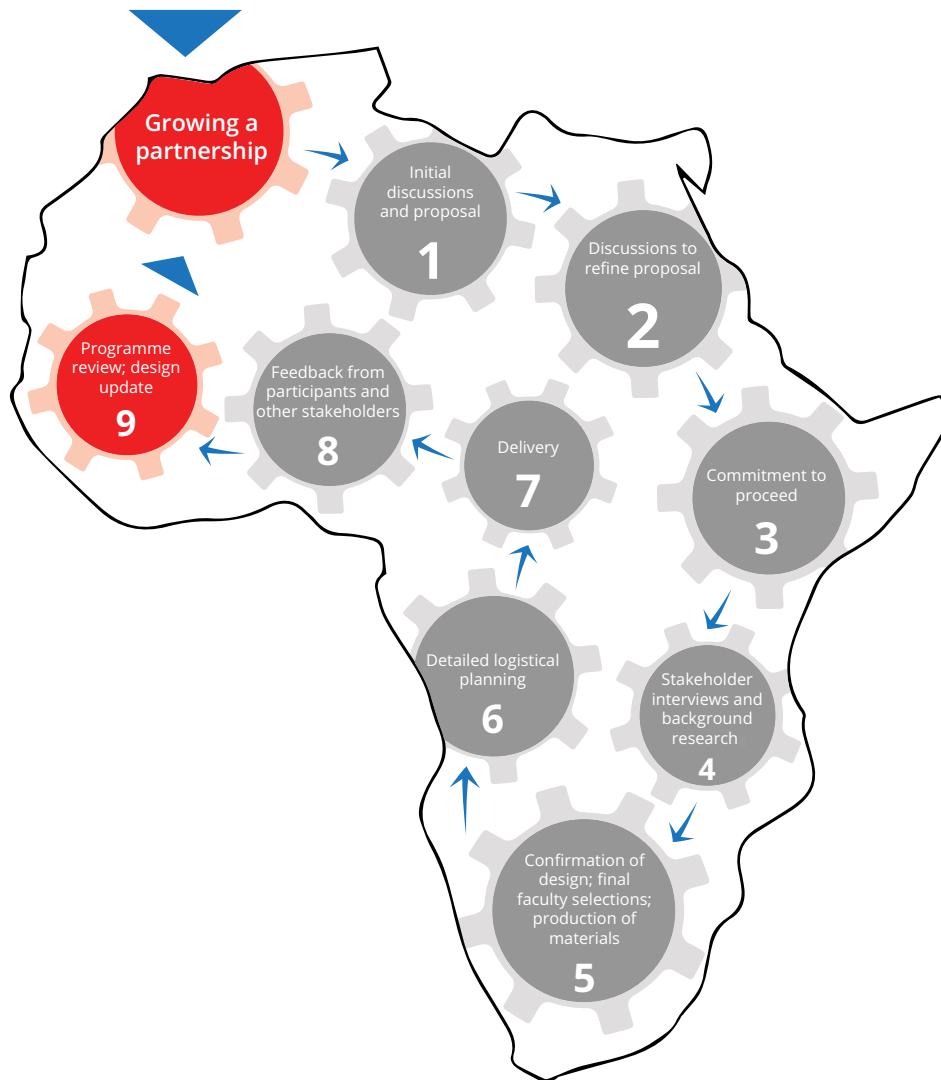
**A**

UKZN Extended Learning (UEL) is the continuing education business and a wholly owned subsidiary company of the University of KwaZulu-Natal (UKZN). All public higher education institutions are accredited by the Department of Higher Education and Training (DHET) as providers of Education programmes.

# CUSTOM PROGRAMMES

UEL also provides customised in-house programmes for clients, uniquely designed to meet specific development needs across public and private sectors, including Management and Leadership development programmes, and niche offerings in areas such as Occupational Therapy, Monitoring and Evaluation, Renewable Resources (Water and Energy) and Work Readiness (new entrants to the workplace).

## The Customisation Process



Scan here for more information on customising programmes.





# HOW TO APPLY

## Applying for the programme

To apply online or download the application form, visit our website:  
[www.ukznextendedlearning.com](http://www.ukznextendedlearning.com)

Please submit your completed application form:

Email: [Cassimh@ukzn.ac.za](mailto:Cassimh@ukzn.ac.za)

## Deliver

Att: [Hameeda Cassim](#)

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

For any other queries please contact us on:  
[+27 31 260 1234](tel:+27312601234)

## Entrance requirements

- ✿ Degree qualification or equivalent
- ✿ Minimum of 8 years work experience
- ✿ Minimum of 3 years at management level
- ✿ Recognition of prior learning in exceptional cases

## Programme fee

The programme fee of R55 500 (incl. VAT) covers the tuition, cost of all course materials, functions and excursions, meals and refreshments on the modules.

The fee does not include accommodation costs on the local modules or travel to and from the venue.

## Optional International module

*Based upon demand for an international excursion, an additional fee is payable per delegate which includes travel, accommodation and engagement with international faculty and guest speakers from leading organisations. The fee is dependent on the exchange rate at the time.*



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KWAZULU-NATAL™  
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# EXTENDED LEARNING



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