ONLINE CERTIFICATE IN ORGANISATIONAL LEADERSHIP

The programme in Organisational Leadership provides current and emerging leaders with leadership skills required at different levels of work, with the aim to shape Character, Caring, Competence and Commitment towards the organisation.

PROGRAMME OVERVIEW

The aim of this 6 month programme is to help participants to develop a basic understanding of what it takes to be a masterful leader. The programmes conceptual framework is based on the three dimensional leadership universe: Me, We, World. Five competencies of masterful leadership: Character, Competence, Caring, Commitment and Connected; and five intelligences of masterful leadership: intra- and interpersonal, conceptual, spiritual, action and contextual. The programme is offered fully online in partnership with Academic Partnerships in the United States.

The programme consists of three main units each comprising five lessons.

LEARNING UNITS AND MODULES

Unit 1

Lesson 1: Mapping the Leadership Universe & Personal Mastery as a leader: Character
This lesson covers the Leadership Universe with its respective dimensions and ingredients. The first sphere of the Leadership Universe introduces student to personal mastery as a leader: Me as an integrated, whole person. The lesson further explores destroying the myths of leaders being born and not made. The lessons in Unit 1 relate specifically to the C of Character and the interpersonal intelligence.

Lesson 2: The role of my Brain and Mind in Personal Leadership
This lesson explores the relevance of the brain to Personal Leadership. Differences between the mind and brain is explored as well as the physiology of a mindset and the ability for it to change.

Lesson 3: The role of personality, temperament, behavioural style and socio-cultural frame of reference in Personal Leadership
This lesson provides students with insights into personality, temperament types and behavioural styles as well as socio-cultural frames of reference. It also provides insight into the effects of one's own interaction with others and how this may cause derailment and burnout.

Lesson 4: The role of spirituality in Personal Leadership: My core beliefs, values and purpose
This lesson explores the impact of mindset on core beliefs and values. Other themes include the power of conditioning and the influence of beliefs and the self-fulfilling prophecy. Personal values, beliefs and purpose are explored in relation to the C of Character.

Lesson 5: My Personal Wellbeing
This lesson explores personal well-being and its importance for leaders. The lesson ends with assessing one's current well-being and enhancing personal well-being.
Unit 2

Lesson 1: The Leadership Process with its key levers as the centre piece of Leading Others

This lesson focused on the second sphere of the Leadership Universe – leading others: We. The lesson explains the criticality of being a master of the leadership process. It provides insights into the multiple relationships and interactions in which and through one has to lead: one-on-one, team, peers and stakeholders. The lessons in Unit 2 relate to the two C's of Caring and Connectedness as well as interpersonal intelligence.

Lesson 2: Achieving with one: Building healthy, constructive one-on-one relationships

The themes explored in this lesson include the importance and features of healthy constructive one-to-one relationships. It provides insight as to how one can build and maintain trusting relationships with the appropriate relationship tools.

Lesson 3: Achieving with many: Building a high performance, engaged team

This lesson unpacks the purpose and importance of teams. It further explores key building blocks of teams, recognizing the stage of a team's development as well as how to build high performing and engaged teams.

Lesson 4: Achieving with colleagues: Jointly making it happen as a leadership community

This lesson covers themes related to how to achieve with colleagues. It explores the types and functions of relationships with colleagues as well as discovering one's own style of negotiation, power and preferred trust in influencing others to work and achieve together. The types of interdependencies between work units and processes are explored along with mobilizing discretionary effort.

Lesson 5: Achieving with those that have a say: Obtaining sponsorship and endorsement from stakeholders

This lesson focuses on the criticality of having sound relationships with stakeholders. It addresses themes related to being able to identify relevant stakeholders along with their needs as well as how stakeholders may differ in ethical behavior. The lesson explores how to craft an effective stakeholder engagement strategy in order to build high social capital and to jointly create value together.

Unit 3

Lesson 1: Contouring the context with its complexity requirements

This lesson introduces the student to the third sphere of the Leadership Universe – Leading the World: the context. Students will understand how to map the contours of the world in which they lead as well as profile the contextual complexity of an organisation's operating arena. The lessons in Unit 3 relate to the two C's of Commitment and Competence as well as conceptual, action and contextual intelligences.

Lesson 2: Putting on the right set of glasses in engaging with the context

This lesson provides insights into the importance of a leader's set of glasses in engaging with his/her context. It further explores the makeup of the leader's glasses: worldview, decision-making frameworks and values orientation to understand that leaders have different sets of glasses.

Lesson 3: Engaging at the requisite level of complexity with: the world at large, my industry and organisation

This lesson introduces students to the emerging, new world order with its critical success factors. The five competitive forces informing industry are explored along with different psychosocial contracts between the organization and its people.
Lesson 4: Engaging at the requisite level of complexity with: my position and career

This lesson focuses on the profile of a future fit leader and being able to function at the requisite level of work. The lesson provides students with a toolkit of leadership survival skills as well as the management of one’s career.

Lesson 5: Generating and crafting a personal leadership story

This module centers on generating a personal leadership story: past, present and future along with creating an appropriate personal stance and brand to be a masterful leader in the Leadership Universe.

HOW WILL YOU BE ASSESSED

You will be required to answer multiple choice questions before moving to the next module. An integrated assessment is required to successfully complete the programme. A 90% pass mark is required to pass the final integrated assessment.

WHO CAN BE CONTACTED?

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