

UJ EMERGING LEADER LEADERSHIP DEVELOPMENT PROGRAMME

The UJ Emerging Leader Leadership Development Programme provides delegates with leadership skills required at different levels of work, with the aim of shaping character, caring, competence and commitment towards the University. The customised programme is designed to:

- expand your knowledge of self;
- improve your interaction with others;
- understand UJ as your organisation;
- recognise your role within UJ;
- position yourself to advance your personal and professional growth; and
- advance your career in the long term.

PROGRAMME OVERVIEW

The contents of the modules are customised to address the University's unique strategic and operational realities and sector-specific leadership challenges and are shaped around themes. Typically, the six-month programme is delivered through a series of one-day workshops, which are held four weeks apart. For each module, we bring in leadership experts with focused experience, not leadership generalists – giving exposure to a range of different thinkers and approaches. Importantly, the programme focuses on Action Learning to ensure maximum benefit for delegates and the smooth transfer of learning back to the workplace. A dedicated learning process facilitator will make sure that the learning journey is a smooth and integrated experience.



PROGRAMME CONTENT

Module 1: Personal Mastery and wellbeing (1 day)

Leadership starts with knowing yourself. This module helps you understand who you are, and how your actions impact the organisation. Understanding who you are provides the basic platform for learning, change and growth.

Module 2: Fulfilling one's functional role effectively (1 day)

Performance begins with a solid understanding. At the end of this module, you will understand what is expected of you as a leader, and gain critical skills in planning and executing daily tasks, and in project leadership.

Module 3: Achieving with people (1 day)

Good leaders bring their people with them. This module covers the importance of healthy interpersonal relationships for organisational growth, and how to build high performance teams. You will also understand how to coach and mentor your staff and how to craft a compelling employee value proposition.

Module 4: Actualising a sustainable future (1 day)

This module covers how to lead an effective leadership process, how to plan to implement company strategy, the challenges of change management, and the importance of innovation and continuous improvement.

Module 5: Ethical behaviour and value-add alliances (1 day)

This module deals with viewing leadership within a dynamic landscape where leadership excellence is intricately linked to leadership performance and sound ethical leadership practices that promote diversity-friendly organisational culture and value-adding networks.

Module 6: Engaging with the leadership landscape as an aspiring leader (1 day)

This module builds insight into the leadership requirements of the emerging context in which leadership is embedded, current and going into the future.

ASSESSMENT OF DELEGATES

There is one integrated syndicate project for this programme. Each group will submit a written report and present to a panel of UJ leaders and assessors.

