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UJ WOMENS LEADERSHIP DEVELOPMENT PROGRAMME SELECTION CRITERIA

Dear Colleagues,

The University of Johannesburg pilot (UJ) Women's Leadership Development Programme (UJWLDP) was successfully launched on 18 July 2016. On completion of the pilot programme, the MEC approved the rollout of the programme and the next cohort completed their programme at the end of February 2018.

The programme exposed the participants to different learning environments and stakeholders, which included interactions with their line managers, the Executive Leadership Group and higher education dignitaries at national and international levels.

With regard to then next cohort, the following:

Target

A total of 20 women form Academic and Support staff will be selected from the nominations received.

Criteria (Academic)

following criteria for implementation is proposed and is open to all races:

- Professor Level, AP or PhD
- Not older that 55 years of age
- 2 years at current occupational level
- Performance Rating for past 2 years at 3.5
- Must sign contract to work for UJ for 2 years after completion of programme

Criteria (Support)

following criteria for implementation is proposed and is open to all races:

- Minimum of a P6 Level
- Not older that 55yrs of age
- 2 years at current occupational level
- Performance Rating for past 2 years at 3.5
- Must sign contract to work for UJ for two years after completion of programme

To further enhance the selection of the successful candidates consideration will be given to candidates that exhibits the following:

- Leadership potential;
- Shows a clear progression plan
- A track record of achievements within their current domain;
- Is contributing to UJ and the community outside of UJ
- Have a line manager that agrees to participate in the triad coaching process.

Selection process

Selection will be done by way of calling for nominations. Executive Leadership Group (ELG) members are requested to circulate this call for nominations to all female staff as identified under 1.2.

A panel will be constituted to evaluate the submissions made. Before the successful candidates are informed, the ELG member will be asked for endorsement. Proof of all achievements must be presented, and the MEC will approve the final 20 participants.

Please find the attached brochure about the programme and the call for nominations to be circulated to all qualifying female staff members.

Your kind support is always appreciated.

Kind regards
Prof André Swart
CHIEF OPERATING OFFICER