

HUMAN RESOURCES STAFF TRAINING AND DEVELOPMENT PROGRAMMES 2017

Building Effective Relationships

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
All staff	This course is aimed at equipping individuals with the necessary insight and knowledge which will allow them to build and maintain effective and fulfilling relationships with others	The content comprise of skills for assertive behaviour, conflict resolution techniques and relationship dynamics.	<p>On completion of the course, you would be able to:</p> <ul style="list-style-type: none"> • Understand more about yourself and others. • Improve all types of relationships – be they at work, home, social or otherwise. • Understand your own conflict triggers and sequence • Identify the “why” behind the behaviors we observe in ourselves and others. 	To be confirmed	2 Days

Performance Management

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
All staff	Empowerment with regards to the effective management of staffs' own performance	<ul style="list-style-type: none"> • Performance Management • Role descriptions • Work agreement • Performance evaluations • Management of poor performers • Recognition Personal Development Plans (PDPs) 	<p>On completion of this workshop the staff member should:</p> <ul style="list-style-type: none"> • Be familiar with the rationale of performance management at SU • Be familiar with the content of performance management at SU • Be familiar with the process and flow of performance management at SU • Be able to design a PDP • Be able to draw up a work agreement • Be able to use work agreements to appropriately contract with management regarding performance 	<p>10 March 2017 8 September 2017</p> <p>19 May 2017 (Tygerberg) 3 November 2017 (Tygerberg)</p>	1 Day

			<ul style="list-style-type: none"> • Be able to monitor performance continuously • Be able to evaluate performance and give effective feedback 		
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Stress Wise (Stress Management)

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
All Staff	<p>Stress Wise is designed to help individuals become aware of the role of stress in their lives, help them identify their optimum stress levels and provide them with tools to manage their stress effectively at home and in the workplace</p> <p>Assertiveness at Work will help staff manage high-stress or high emotional encounters by developing the knowledge and skills to assert themselves effectively. It will help them understand the difficulties they face when communicating with others, when they are trying to impact on others or persuade them to see their point of view.</p>		<p>On completion of the course, you would be able to:</p> <ul style="list-style-type: none"> • Identify stressors in the workplace and their relationship to work performance • Identify how people use the stress emotions: fear and anger • Explain the nature of stress and distress in personal life and work situations. • Impact on others in a self-confident manner • Stand up for their rights without violating the rights of others • Express their opinions and views in a firm yet respectful manner • Make themselves heard • Command attention • Deal more effectively with conflict and confrontation • Reduce accumulated stress fuelled by not speaking up for fear of negative consequences 	<p>4 May 2017 17 August 2017</p>	1 Day

HERS-SA (Leadership programme for Women)

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
Women currently employed or possessing the potential to be employed, at the senior management level.	The ACADEMY is a six-day interactive professional development opportunity for women employed in Higher Education			To be confirmed	6 Days

HERS-SA MINI Academy

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
HERS-SA Alumnae	A suite of workshops to both support the career development aspirations of HERS-SA Alumnae and to specifically strengthen their leadership capacity within the higher education context			To be confirmed	4 Days

CHEC REGIONAL MANAGEMENT DEVELOPMENT PROGRAMME

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
Middle managers job levels 9 to 5; graduated or equivalent; more than five years' work experience in total; new or experienced managers	Details of the CHEC modules are available on the home page of Human Resources at http://www0.sun.ac.za/hr/staff-development/skills-development/				

Office Administration Management

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
All administrative staff, secretaries and personal assistants	Today's organisations have to meet ever-increasing demands and expectations. In order to do this, businesses have to ensure that their administrative support is professional, flexible, proactive and confident in its role. This practical workshop aims to motivate participants to understand the impact of their work, understand the bigger picture and make a positive difference to both internal and external customers	Introducing the role of office administration Communication Skills Procedural Work		29 March 2017 20 September 2017	1 Day

Best Practise for Effective Recruitment and Selection

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
Line Managers and others involved in or responsible for recruitment and selection	<ul style="list-style-type: none"> Attracting, Selecting and Retaining the Right Talent Essential Interview Preparation Conducting an Effective Interview 	This interactive workshop is designed to equip you with the necessary knowledge and skills to conduct effective interviews, using a fair and consistent process that is aligned to SA employment legislation and best practice principles	<ul style="list-style-type: none"> Understand the need for effective recruitment and selection in an organisation Understand how to apply relevant SA employment legislation to the recruitment and selection process to avoid costly and time-consuming mistakes Gain a foundation for effective interviewing and a fair process through identifying, defining and rating key requirements in a job profile. Obtain an overview of an effective interview structure and appropriate etiquette to build rapport with and assess candidates accurately. Develop valuable interview skills through designing and practising helpful and relevant interview questions. 	To be confirmed	1 Day

Employee Relations Management

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
Line Managers	The aim of this one-day course is to empower and familiarise line managers with regard to the basic principles and provisions of employment law.	Basic principles and provisions of employment law.	Line managers who have attended the course should have a deeper insight into the rights of the employer and the employee in the work context, as well as insight into the degree in which the policies, procedures and terms of service of the University regulate the work relationship.	14 June 2017	1 Day

Conflict Management

TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
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All Staff	This course is designed to help people deal with everyday conflict in the workplace.		The ability to use communication skills to handle and resolve conflict in the workplace.	18 May 2017 24 August 2017	1 Day
HIV Awareness					
TARGET AUDIENCE	OVERVIEW	CORE FOCUS	OUTCOMES	DATES	DURATION
All Staff	The course aims to provide an overview of the necessary knowledge, skills and attitudes for university staff as leaders with regard to HIV, gender and sexualities		<p>the course aims to provide staff with an understanding of:</p> <ul style="list-style-type: none"> • The impact of HIV, gender roles and diverse sexualities in the workplace • Definitions, basic theory and basic facts • The influence of personal worldview, values and beliefs on the ability to facilitate change • Creating an equal work environment free from stigma and discrimination • SU policies, services and support regarding HIV, gender and sexualities. 	16 May 2017 13 July 2017	1 Day

For more information please contact Alvira Albertus on 808 2966 or alviraa@sun.ac.za.