

Women in Management

3 Day Training Course

NQF Alignment:

NQF Level 8

This course is presented at NQF level 8 and is worth 10 short course credits. As an accredited service provider, regulations for skills levy funding applies to all training. Each course will entail individual and group evaluations which must be successfully completed for the participant to obtain a certificate of competence.

The course can be delivered as in-house courses, starting with a minimum of 8 participants with catering and venue included in the costs (Vat Inc.).

This course can also be customized to the training needs/specification of the client with relevant sector specific case studies.

Women in Management (3 Day Training Course) is certified by Stellenbosch University. Upon completion of this course, participants receive a Stellenbosch University Certificate of Completion/Competence.

Facilitator & Assessor

Ms Deyana Isaacs



Stellenbosch

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UNIVERSITEIT

SPL

School of Public Leadership
iSikolo sobuNkokheli boLuntu
Skool vir Publieke Leierskap

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TARGET GROUP

All women for leadership on middle and senior management levels in the Public Service.

DELIVERY MODE

- Face to face
- Online
- Blended: Ms Teams/Zoom & OR face to Face - Scheduled learning which combines one or more face-to-face study block(s) with one (or more) remote study blocks.

OBJECTIVES OF THE COURSE & OUTCOMES

This course aims to prepare women for leadership on middle and senior management levels in the Public Service. The overall objective of this course is to develop and empower women with the relevant knowledge and skills to effectively fulfil their roles as managers and leaders. In order for women leaders to be effective and efficient they need specific knowledge and skills combined with the development of attitudes and attributes to enhance their capacity.

With this in mind, the course outcomes are as follows:

- Understanding stereotypes about women, men and leaders including gender discrimination, sexism, patriarchy/masculinism and the Public Service National Gender Policy Framework;
- To develop the ability to address resistance to female management;
- Understanding the unique role of women as leaders and managers in the public sector and to demonstrate the use of transformational leadership style;
- Understanding the 8-Principal Plan of Action for Promoting Women's Empowerment and Gender Equality within the Public Service Workplace;
- To have the ability to exercise influence and power in the workplace to achieve excellence, without alienating stakeholders and role players; and
- To demonstrate the core competencies and applying the various tools and techniques to develop management and leadership strengths and creative and strategic thinking skills.

ASSESSMENTS

Assessment criteria information:

Each participant must, through the assessments, provide proof that she has acquired a satisfactory level of knowledge of the theory and the ability to apply the skills, tools and techniques as discussed and demonstrated in the course, to a work situation. For successful completion, all assessments must be successfully completed with the subminimum of 50% for each assessment.

Assessment methods information:

Participants will be assessed by means of the following methods:

1. A series of online formative assessment on specific themes as in the schedule to be submitted online or in class during the sessions.
2. A group assignment and presentation on strategic thinking, management and leadership relating to the workplace (**weight 40%**). Groups will be managed and assisted by facilitator.
3. An individual post-course portfolio assignment comprising the practical application of a particular work-related issue where selected tools and techniques are utilised in the workplace. A full report on the results with a critical reflection should be submitted online 4 weeks after course completion (**weigh 60%**)



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