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23 March 2021

HERS-SA ACADEMY 2021 – REGISTRATIONS ARE OPEN  
THEME: “Leading Post Crisis”

Dear Stakeholder

The Higher Education Resource Services South Africa (HERS-SA) will once again host its annual ACADEMY for Women Leaders in Higher Education at the Double Tree by Hilton Hotel, Upper East Side, Woodstock, Cape Town from Sunday, 5th September to Thursday, 9th September 2021. The ACADEMY will also be offered online to accommodate those with comorbidities and Covid 19 related concerns.

HERS-SA was founded in 2003 to address the critical shortage of women in senior positions in Higher Education, a major area of concern within the sector. The organisation has been providing professional and leadership development opportunities for women in Higher Education in South Africa at its ACADEMY for 18 years, and has had over 1440 women to date attend this prestigious leadership development programme. There are only 80 spots available and institutions are encouraged to select candidates as soon as possible to attend the week-long residential ACADEMY. The HERS-SA ACADEMY offers a unique opportunity to women to shape their learning according to their development needs by selecting to participate in a range of plenary sessions, development workshops, breakaway activities and attending talks by well-known leaders within the Higher Education sector from our set programme. Our breakfast, lunch and evening dinners offer further informal networking opportunities.

You are hereby invited to nominate and sponsor women from your institution who are currently employed in or who possess the potential to be employed in senior positions to attend the 2021 HERS-SA ACADEMY. This includes women who:

- currently hold a senior management position in a HE institution;
- wish to prepare for a senior management position in a HE institution;
- are keen to develop strategic management skills;
- would benefit from the opportunity to reflect on their own professional development;
- would value the opportunity to meet and network with other senior women employed in HE in Southern Africa and in other international institutions.

**Focus areas:**

- Panel discussion: Leading post crisis

- Increasing self-awareness to address self-sabotaging behaviours and to create awareness of your leadership style
- Developing personal leadership skills
- Leading in the 21st century and leading as a woman
- Building effective teams
- Navigating organisational power and politics
- Working with Finance, HR and other support divisions within your institution
- Governance processes
- Engaging with external stakeholders including regional and international stakeholders
- Coaching as an approach to lead and address gender inequalities
- Career paths in higher education and career planning
- Telling your story: Writing about your journey in an autobiographic academic article or a book

The Programme will follow in due course!

**Why send your delegates:**

- Our women-centred academy allows for greater openness in a supportive environment
- The academy creates an opportunity for networking, which leads to peer support
- Delegates have the opportunity to develop a personal career plan
- We understand the higher education sector and our speakers have years of leadership experience in the sector
- Our alumni occupy top positions as Vice-Chancellors and other senior leadership roles in South African universities
- We recognise the importance of mentorship in leadership development and present mentorship opportunities for all our delegates
- Ongoing support through our alumni community

Enclosed please find information on the Application Process and Fees. You may circulate this announcement to relevant line managers and senior women in your institution.

The closing date for applications is Friday, 25 June 2021.

All institutions nominating two or more delegates to attend the 2021 ACADEMY will be afforded use, by request, of HERS-SA social media platforms to post vacancy alerts to the wider HERS-SA network.

For more information, please contact me, Brightness Mangolothi at [director@hers-sa.org.za](mailto:director@hers-sa.org.za). We are happy to assist with all your questions and hope to see your institution's women staff well represented at the upcoming ACADEMY.

Yours in gender transformation

Brightness Mangolothi

Director: HERS-SA



## APPLICATION PROCESS AND FEES

The fee for the 2021 ACADEMY is R20 000 (in-person) and R18 000 (online) inclusive of 15% VAT. The in-person fee INCLUDES all ACADEMY costs, materials, refreshments, lunches and official programme dinners. The online cost includes online hosting platform and support by an events hosting organisation, but excludes catering cost.

The fee **EXCLUDES delegate travel and accommodation costs** (on a bed & breakfast basis for which delegates are responsible), dinner on Tuesday evening, and daily parking costs at the hotel (i.e. day conference parking @ R60 overnight guest parking).

Please contact Brightness Mangolothi at [director@hers-sa.org.za](mailto:director@hers-sa.org.za) or Melissa Coetzee [info@hers-sa.org.za](mailto:info@hers-sa.org.za) for any enquiries. Upon receipt of an e-mail request from an institution's Human Resources division or an individual to reserve a place/s, HERS-SA will invoice either the institution or the individual for payment of the fee due. Payment queries should be directed to Amanda Rohner at [accounts@hers-sa.org.za](mailto:accounts@hers-sa.org.za). Only upon receipt of the fee, will delegates be provided with the link to the ACADEMY webpage where they can register for the ACADEMY.

Kindly note that places for the 2021 ACADEMY are limited so early bookings AND full payment of the ACADEMY fees are encouraged to secure a place/s. Should the ACADEMY fees not be paid in full by Friday, 25 June 2021, the delegate/s space/s will be offered to the next interested party on our waiting list. Cancellation: Please note that should you wish to cancel your application the following refund policy will strictly apply:

- Cancellation received by HERS-SA by 31 May 2021: 90% refund
- Cancellation received by HERS-SA by 30 June 2021: 50% refund
- Cancellation received by HERS-SA after 30 July 2021: no refund Institutions that are centrally sponsoring women and only covering the conference fee are strongly advised to communicate this in advance with their faculties and departments before providing HERS-SA with the nominated list of names.

## ACCOMMODATION

As the programme includes evening events, delegates are advised to stay at the Double Tree by Hilton Hotel, Upper East Side, Woodstock, Cape Town. We urge you to contact the hotel as soon as possible as it is a first come first served basis.

- Single Guest Rooms @ R1415.00 bed and breakfast, per person, per night
- Twin Guest Rooms @ R1725.00 bed and breakfast, per room, per night
- 1% Tourism Levy
- Overnight guest parking @ R60.00 per bay, per day

These are special rates for ACADEMY delegates. Mention HERS-SA when booking your room to qualify for the discounted rate.

**Check-in is from 14h00 on the day of arrival and check-out time is by 11h00** on the day of departure. Delegates will be responsible for making their own bookings and paying their own

hotel accounts, including room service, telephone calls and other services used while staying at the hotel and that is not covered by their institution). Please note that partners, children and pets cannot be accommodated at the ACADEMY.

Double Tree by Hilton Hotel, Upper East Side contact details for reservations:

Tel: (021) 404 0570

E-mail: [asanda.makhofola@hilton.com](mailto:asanda.makhofola@hilton.com)

Please mention HERS-SA ACADEMY 2021 in any communication with the hotel to receive a discounted accommodation rate that has been secured for you by HERS-SA. TRAVEL AND AIRPORT TRANSFERS Delegates are responsible for their own travel arrangements to and from the ACADEMY. Please note that the ACADEMY programme **starts at 13h00 on Sunday, 5<sup>th</sup> September 2021 and closes at 13h00 on Thursday, 9<sup>th</sup> September** followed by lunch.