

Cape Higher Education Consortium

HIGHER EDUCATION LEADERSHIP ACADEMY

Middle Management Programme: **CREATING THE LEADING-EDGE**

Creating the Leading-Edge Middle Management programme ¹	Course dates All times 9:00 - 12:00	Cost per course
CLE1. Understanding the self in relation to others	25 March 2024	R4000
CLE2. The HE strategic space Operational Excellence in HE University financial planning & risk University Governance	22 April 2024 24 April 2024 26 April 2024	R5000
CLE3. Creating a thriving work environment Performance engagement, succession planning & transformation) Leading in employee relations Effective Communication strategies for the HE manager	20 May 2024 22 May 2024 24 May 2024	R5000
CLE4. Technology and innovation perspectives Design thinking in HE Digital transformation in HE Leading through creativity, problem-solving, entrepreneurship	24 June 2024 26 June 2024 28 June 2024	R5000

The CLE is endorsed by Universities South Africa for its relevance and responsiveness to developing and supporting the leadership and management knowledge and skills required, for greater efficiency and effectiveness in the systems, processes, people and technology requirements of our universities.

Target market: The programme is specifically designed for academic heads of departments, heads of research entities, and support/professional staff managers. Typically, the selected candidate will have at least a post graduate qualification and more than five years work experience as a new or existing manager in their positions. However, universities are free to select any participant that they believe will benefit from the course.

CHEC certificate of successful completion will be issued upon completion of the capstone project.

Closing date: 9 February 2024

CLE1. Understanding the self in relation to others

- The leader and the team. Losing a team member. The inner leader
- The science of ENERGY in management. Building an effective team: when to coach, when to mentor & when to manage
- Specific skills for the leader (Conflict resolution, Assertiveness, communication, working with people's highest needs)

CLE2. The HE strategic space

- Operational Excellence in HE (Prof R Pellissier)
- University Financial Planning & Risk (Prof Stan du Plessis)
- University Governance (Nikile Ntsababa)

CLE3. Creating a thriving work environment

- Performance engagement, succession planning & transformation (Ms Amanda Glaeser)
- Leading in employee relations (Ms Vanessa Pather)
- Effective Communication strategies for the HE manager (Dr Phumzile Mmope)

CLE4. Technology and innovation perspectives

- Design thinking in HE (Prof R Pellissier)
- Digital transformation in HE (Prof Walter Claassen)
- Leading through creativity, problem-solving, entrepreneurship (Ms Henra Meyer)

The Capstone Project.

The capstone project is the culminating experience in CLE. The project will be presented at an end of the year HELA event.

Purpose: To allow participants to demonstrate the breadth and depth of their acquired knowledge and experiences through application to a real-life setting. The capstone can be either research-based or applications-based:

- **A research paper.** A long-form paper that investigates a specific issue related to leadership in higher education, based on a comprehensive literature review and potentially original research. This may include interviews, surveys, or data analysis,
- **A case analysis.** Participants analyse a real-life case related to higher education leadership, outlining problems, and proposing solutions.
- **Development of a strategic or operations plan for an entity.** Participants create a comprehensive strategic plan for a real entity within the university, addressing key areas like budgeting, governance, staff development, operational excellence, etc.
- **A community project:** Participants engage with local communities to implement an initiative, for instance, a mentoring programme, improving access to resources, or initiating positive.

¹ Please note that a course will only be offered if there are sufficient registration numbers