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DEPARTMENT OF INDUSTRIAL PSYCHOLOGY

Certificate Programme in **Personal Mastery in Leadership**

<https://www.sun.ac.za/english/faculty/economy/industrial-psychology>

INTRODUCTION

The Department of Industrial Psychology at Stellenbosch University has presented a Certificate Programme in Personal Mastery in Leadership (PML) since 2012. This leadership development programme has been presented to managers from various organisations and industries in the South African and Botswana's economies.

Leadership is about the ability to build vision, align people and execute strategy. Research has shown that leadership development can have a significant impact on the sustainable performance of managers, their teams and the organisation.

ABOUT THIS PROGRAMME

The vision of the leadership programme is to develop managers' unique ethical behaviour and leadership effectiveness through self-awareness of development areas and applying of adult learning principles. The leadership development framework uses self-awareness, experiential learning and best practice leadership development principles, amongst others, to develop an individual leadership development plan tailor-made for each participant's organisational role, as well as the participant's personality, emotional intelligence, ethical leadership and current level of managerial leadership skills.

WHO SHOULD ATTEND?

This programme is designed for managers in leadership roles who want to increase their organisational impact through more ethical and effective leadership.

The programme is offered on an in-house basis to individual companies or a group of qualifying participants from different companies and requires a minimum of five participants.

BENEFITS TO THE ORGANISATION

Companies will benefit from the positive impact of the improvement in leadership effectiveness and ethical behaviour on business performance. Participants will also show a significant increase in motivation, focus and energy.

Our benchmark is a 25% improvement in the balanced scorecard performance of participating managers.

BENEFITS TO PARTICIPANTS

After successfully completing the Certificate Programme in Personal Mastery in Leadership, participants will benefit through having gained the ability to:

- Identify own leadership **strengths** and challenges through **self-awareness** of their leadership approach and level of skill in different leadership competencies
- Gain insight into the impact of their **personality traits**, ethics and **emotional intelligence** on leadership behaviour
- Develop a personal leadership vision and plan
- Understand and define actions and short-, medium- and long-term goals to address the leadership development areas
- Master the use of self-directed and **experiential learning** to develop leadership competencies.

“Leadership is about the ability to build vision, align people and execute strategy.”

ADMISSION REQUIREMENTS

No formal tertiary qualifications are required. Participants should be in a managerial position with at least one year of experience in managing people. English language competence at NQF level 4 is assumed.

CERTIFICATION

On successful completion of the programme, participants will receive a certificate from Stellenbosch University.

DURATION

The Certificate Programme in Personal Mastery in Leadership is a two-month programme consisting of 18 hours of workshops, 3 hours of individual coaching and approximately 4 hours of assignment work.

NQF ALIGNMENT

The programme is aligned to competency level NQF 7.

PROGRAMME CONTENT (2 MONTHS)

Phase 1: Assessments

Complete **psychometric assessments** in Personality, Emotional Intelligence, as well as Ethical and Managerial Leadership (360°)

Phase 2: Group Session

Workshop 1 (One day)

- Module 1: **Personality and Leadership**
- Module 2: **Neuroscience and Leadership**
- Module 3: **Managerial Leadership**

Phase 3: Individual Coaching & Mentoring

Two individual coaching sessions on outcome of assessments and leadership profile

Phase 4: Group Session

Workshop 2 (One day)

- Module 4: **Ethical Leadership**
- Module 5: **Emotional Intelligence and Leadership**
- Module 6: **Developing Leaders through experiential learning**

Phase 5: Develop & Present a Personal Leadership Development Plan

- **Individual coaching session** on leadership development plan
- **Individual presentation** of Personal Leadership Development plan to Company Steering Committee

Phase 6: Certificate presentation by the Department of Industrial Psychology, Stellenbosch University

PROFILE OF PRESENTERS



Course Leader and
Co-Presenter:

Lisa Bailey

Lisa is an Industrial Psychologist currently lecturing at Stellenbosch University and holds a Master's degree in industrial psychology from the University of the Western Cape.

Prior to her appointment as lecturer, she managed her own consulting practice. She has 15 years corporate experience gained primarily within Old Mutual, Sanlam and Santam.

Lisa has relevant experience in the development of psychometric assessment processes and practices in the financial services sector. This gave rise to the significance of organisational assessment in maximising employee potential. She also worked in the areas of Employment Equity and Organisational Change. Here she focused on the management of a fully integrated and diverse workforce. She also received the future leader award from the Sanlam Group CEO, Dr Johan Van Zyl.



Co-Course Leader
and Co-Presenter:

**Emeritus Prof Amos
Engelbrecht**

Prof Amos Engelbrecht holds a PhD (Industrial Psychology) degree from the University of Stellenbosch (US). He taught Strategic and Ethical Leadership on the master's programme at the Department of Industrial Psychology, US.

Prof Engelbrecht is an internationally respected authority on leadership. He taught and researched leadership-related topics at the Centre for Leadership Studies, State University of New York at Binghamton; Atkinson Graduate School of Management at Willamette University, Oregon; and the University of Leuven, Belgium. Prof Engelbrecht was involved in HR Management and Development at Sanlam for four years. He was co-designer, anchor presenter and Course Leader of the Certificate Personal Mastery in Leadership programme at the Department of Industrial Psychology, since 2012.

Furthermore, he has facilitated personal coaching in ethical leadership development in various business organisations.

PROFILE OF PRESENTERS



Co-Presenter:
Gert Scholtz

Gert Scholtz has 25 years' experience as Human Resources Manager, Strategy Consultant and Business Executive across several industries, including professional services, outsourcing, financial services, agriculture, manufacturing and retail.

His experience combines a solid understanding of people dynamics, business and strategy, with well-developed strategy execution and leadership development coaching and mentoring skills.

Gert has extensive experience in the design and implementation of successful leadership development programmes at Executive, Senior, Middle and Junior management levels.

Gert holds an MBA from the Rotterdam School of Management, Erasmus University, The Netherlands; and an MCom from the University of KwaZulu-Natal. He is also an active researcher on leadership development.



Course Facilitator:
Dr Michelle Visser

Dr Michelle Visser is a senior lecturer in Industrial Psychology at the University of Stellenbosch and holds a PhD (Industrial Psychology) degree from Stellenbosch University.

Dr Visser studied at the University of Maastricht, The Netherlands, in 1998. She has also taught and researched industrial psychology topics at Graz University, Austria in 2019 and 2023.

Michelle is a registered Industrial Psychologist with the Health Professions Council of SA and a Chartered Human Resource Practitioner with the South African Board for People Practices, and has over 12 years' experience at senior HR management level at various large companies.

She has consulted in South Africa and the United Arab Emirates in the areas of talent management, assessment, and management development. Furthermore, Dr Visser is actively involved in community service and development.

PROFILE OF PRESENTERS



Co-Presenter:
Dr Samantha Adams

Samantha is a senior lecturer in Industrial Psychology at the University of Stellenbosch and a visiting lecturer at Groningen University, The Netherlands.

She holds a BA Hons (Psychology) degree from NMMU, an MCom (Industrial Psychology) and PhD (Industrial Psychology) degrees from Stellenbosch University.

Her research interests lie in Positive Psychology, Career Psychology and Affirmative development.

She has developed and conducted programmes in emotional and cultural intelligence.

She completed her Industrial Psychology internship at the Military Psychological Institute (MPI) and received valuable exposure in employee training and organisational development (OD). She also is a registered Industrial Psychologist with the HPCSA.

CONTACT DETAILS

For more information on programme fees and timetable, please contact the:

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