



INTERNATIONAL WOMEN'S FORUM

*South Africa*



**IWfSA Fellows ( SLP Class of 2008)**

STRATEGIC LEADERSHIP PROGRAMME

Today's Effective Leader



L to R: Nomzamo Mamfungane, Buyiswa Motloenya, Jazz Gcobisa Mbanjwa and Zanele Tantji (SLP 2008)

## IWFSA AND THE STRATEGIC LEADERSHIP PROGRAMME

### INTRODUCTION:

The International Women's Forum (IWF) is a global organization of pre-eminent women of significant and diverse achievement who come together across national and international boundaries to share knowledge and ideas, enrich lives, provide a network of support and exert influence. Furthermore, through its Leadership Foundation, the IWF helps prepare future generations of women leaders.

IWFSA was established in 2000 when its patron, Mrs Zanele Mbeki, with a group of woman leaders, set up a South African chapter of the IWF. To date, the organisation has 70 members drawn from Government, Business, The Sciences, Arts and numerous other areas. The IWFSAs members, who are at the top of their fields of endeavour and who have nationally and internationally-identifiable track records, enjoy unique networking opportunities through conferences (local and international), workshops, meetings and forum events.

The IWFSAs vision is to educate, empower, nurture and mentor the next generation of women leaders in South Africa. This is done through various leadership programmes, one of which it runs in partnership with The Gordon Institute of Business Science (GIBS), the Strategic Leadership Programme.

### THE STRATEGIC LEADERSHIP PROGRAMME:

The IWFSAs Strategic leadership Programme (SLP) is specifically aimed at young women in senior management positions with the purpose of grooming them to become in-house agents of change and implementation drivers. The value of the Programme lies in the partnership between the IWFSAs and the Gordon Institute of Business Sciences (GIBS) as well as the Fellow's access to South Africa's top women leaders, via the Programmes IWFSAs intervention and mentorship components. The 12-month, part time Programme has a unique balance between carefully selected academic input and IWFSAs-backed interventions. GIBS, which is situated in Illovo, Johannesburg, has the highest caliber of faculty available to the Programme and ensures that learning is highly interactive, making maximum use of group work, experiential exercises and action learning.

### PREREQUISITES FOR THE IWFSAs FELLOW:

- Young women with a minimum of five year's experience in senior management in their organizations;
- At least a Bachelor's degree from a recognized university;
- Women who are between 30 and 42 years of age;
- Women with recognized leadership potential within their organizations;
- Women with maturity, commitment and aspiration to achieve success in their careers.

### PROGRAMME OBJECTIVES

- Develop the competence and business perspective necessary to function as effective leaders anywhere and at any time;
- Provide insight into the complex economic, political and social environment of business and understand the opportunities and challenges in this context;
- Enhance personal leadership competencies, particularly in managing issues pertaining to the self, the corporation and the environment ;
- Take participants from "operational excellence" to "strategic thinking and practice".

## THE PROGRAMME

### PROGRAMME STRUCTURE:

The IWFSa SLP is a 12-month Programme consisting of four study blocks of between three and five days each at GIBS. Note that in addition to the GIBS component, the Programme will be integrated with other IWFSa interventions

### PROGRAMME OUTLINE

The Programme contains three main modules dealing with the following:

- . Environment Impacts and Lead Trend;
- . The Corporation as Leader;
- . The Individual as Leader.

#### Plus\*

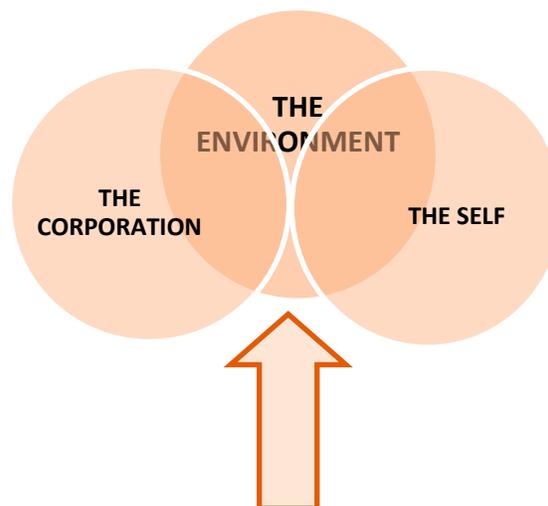
\*Business simulation evenings

\*Action learning project – post course with backup

\*INSEAD CENTER: 360 assessment programme evening set aside for this

## IWFSa PROGRAMME INTERVENTIONS

- Mentoring Programme
- IWFSa Workshops/Round Tables
- The CEO Forum
- Networking opportunities: participation in selected IWFSa and Young Leaders Connect functions and activities.



## TODAY'S EFFECTIVE LEADER

**As the diagram above shows, the effective leader today needs to be able to combine and integrate her knowledge of the external environment with corporate as well as individual skills.**

### PROGRAMME CONTENT:

#### ENVIRONMENT IMPACTS AND LEAD TREND: (4 Days)

- The New Economic Environment
- Climate Change and Environmental Issues and Challenges (Legal and Social)
- Technological Environment
- Corporate Governance and Legal Structures

#### THE CORPORATION AS LEADER : (10 Days)

- Contemporary Strategic Thinking
- Customer Centricity Leadership and Growth
- Marketing Management and New Social Media
- Accounting
- Finance Management
- Information and Knowledge Management
- Strategy and Ethics
- Project Management
- Innovation Management

#### THE INDIVIDUAL AS LEADER : (12 Days)

##### WELLBEING, INTELLIGENCE AND IMPACT ON SELF AND OTHERS:

- Emotional Intelligence and Influencing others
- Spiritual Intelligence and Impacting Effectiveness
- Physical Wellbeing and Impact on Work

##### SKILLS NEEDED FOR LEADERSHIP

- Contracting for Success- Setting Expectations Parameters and Measuring Success
- Finding the Correct Career Match and Personality Assessments
- Innovation and Creativity
- The Systems Thinker
- Handling the Media and Damage Control
- Effective Communication
- Motivating a Diverse Workforce
- Entrepreneurship

## GORDON INSTITUTE OF BUSINESS SCIENCE

GIBS partnered with IWFSA on its Strategic Leadership Programme and brings with it years of experience in executive education.

GIBS provides the Fellows with the following:

- Affiliation with the University of Pretoria and one of the leading business schools in South Africa;
- An intensive learning experience in a business education environment with excellent support facilities and facilitators;
- Balanced training including lectures, syndicate work, discussions, simulations and experiential exercises;
- Guest lectures by leading business people;
- An action-learning approach with emphasis on management development and application of learning into Fellow's own work experience.



Left to Right: Lindiwe Dlukulu, Veli Mfetane, IWFSA Patron M Zanele Mbeki; Dimakatso Qosha and Desiree Tlhoale (2008)

"The SLP is not all about theory, but application. It creates a powerful structure for women to function in and establish wonderful networks. IWFSA has provided a definite 'yes' to the next generation of women leaders!"

**Ave Lotter, PricewaterhouseCoopers Inc., Senior Manager, Business Change (SLP Fellow 2005)**

Today's Effective Leader

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