UKZN Extended Learning (UEL) is committed to enrichment through lifelong learning, by providing high quality credit and non-credit bearing programmes in collaboration with schools and colleges of the University of KwaZulu-Natal.

VISION
To be the leading provider of short courses and career development initiatives in Africa.

MISSION
UKZN Extended Learning (UEL) is committed to enrichment through lifelong learning, by providing high quality credit and non-credit bearing programmes in collaboration with schools and colleges of the University of KwaZulu-Natal.

“An investment in knowledge pays the best interest.”

Benjamin Franklin
The development of world-class managers is imperative for organisations to be successful. This takes place against a backdrop of local and global transformation and changing markets for goods and services, rapidly evolving new technologies and increasingly challenging competitive business environments. Managers are the future business leaders of South Africa, the region and the world. They require competencies and a depth of knowledge that cannot be achieved by repeating the practices and procedures at work alone. To compete successfully and to build sustainable businesses, managers need to be challenged and taken out of a comfort zone, but with the support needed to learn to become even more effective in their roles within the organisation.

We believe that the knowledge and skills you acquire on the MDP, will assist you to build your capacity to meet the increasingly competitive demands of business in the 21st Century. The MDP is designed to ensure that your learning dovetails with your work commitments, through modules which run on a monthly basis over a period of six months. Each module is led by hand-picked academic faculty, and addresses key business disciplines with underlying themes which run across all aspects of the programme. One of these themes is the development of competencies, through a Personal Development Plan, supported by a team of coaches who engage with delegates one on one to support your career plans.

We look forward to welcoming you to the programme.

Simon Tankard
CEO
UKZN Extended Learning
The Management Development Programme (MDP) is uniquely designed to build your capacity to lead your organisation into the future. It will challenge your views about management, expand your horizons, and enhance your understanding of the relevance and role of managers in today’s organisations. The MDP will provide you with the opportunity to refocus, to immerse yourself in the latest thinking about best practice in management, and provide you with personal and professional tools to strengthen your effectiveness as a manager and leader.

The programme provides a global context for enhancing awareness and organisation wide thinking, from the challenges of leading change and transformation, to working more effectively in uncertain environments, and harnessing technology to ensure that systems and procedures are optimised.

A key feature of the programme is the Personal Development Plan (PDP) which each delegate undertakes, and which runs the length of the programme. The PDP is underpinned by a team of executive and management coaches, who work one on one with delegates to develop competencies. This personal learning journey ensures that delegates have the opportunity to critically examine their personal leadership styles, supported by the creative development of a culture of performance and execution in the workplace.

Who should attend

This programme is aimed at new or middle managers, who are currently managing others, have the potential to manage others, or who wish to grow and develop their management abilities.

Learning methodology

The MDP is designed to optimise learning and development through the use of experiential and applied methodologies, based on empirical and theoretical tenets which underpin the value to be gained from the programme. A Blended Learning format ensures that delegates have access to a dedicated Learner Management System which provides online content and interactive learning facilitation between modules, 24/7, which enhances the learning and enriches the overall experience of the programme for the delegate.

Assessment

The MDP is assessed in the form of individual and group assignments for each of the modules throughout the programme. In addition to this, a final practical project that builds on theory learned across multiple modules within the programme will need to be submitted. The aim of this project is to find solutions to a current business challenge or to explore potential business opportunities within the work environment.

UKZN alumni

Graduates of the MDP will be added to the database of alumni of the University of KwaZulu-Natal. Alumni receive University newsletters as well as invitations to exclusive events, which is a wonderful networking opportunity.

Duration and dates

There are three intakes per year, one in February, one in July and one in October. The programme is 15 contact days and comprises of 5 block sessions that run from Thursday through Saturday, to accommodate work constraints and requirements, and to minimise time away from work. A final day and graduation ceremony will take place on completion of the programme.

Please note that in addition to the management assignment and module assignments, delegates are expected to participate in all of the block sessions in order to successfully complete the MDP.

Testimonial

The MDP is an incredible journey that enhances your management capabilities in your organisation and in the business world. The accompanying personal coaching assists you as an individual to reflect on yourself and the people around you. The constant mentorship segment equips you with the necessary skills required to become a future manager and leader. The content of the MDP is diversified and delivered by professionals who have a clear understanding of their respective subject matters. I definitely recommend the MDP to all aspiring individuals and managers.

Ashika Sewduth
Property Admin Supervisor
Transnet Property
10 GREAT REASONS...


2. Universal Ranking by Academic Performance (URAP) for subjects has listed UKZN at joint fourth place in 2018.

3. The following high profile business executives studied at UKZN: Sol Kerzner, the developer of Lost City and more; Stephen Saad, the CEO and founder of Aspen Pharmacare Holdings; Guy Brazier, the former regional leader of Deloitte; Alan Olivier, the CEO of Grindrod Group and Stella Khumalo, the CEO at uShaka Marine World.

4. UKZN has been home to many successful sportsmen and sportswomen over the years: Tommy Bedford, a former Springbok Rugby player; Shaun Pollock and Jonty Rhodes, South African Cricketers. Spud author, John van de Ruit, also graduated from UKZN.

5. “UKZN Extended Learning,” the continuing education business of UKZN, is a growing provider of short courses in KZN with more than 18,000 delegates attending courses since 2012.

6. International partnerships with institutions in 46 countries provide an opportunity for direct interface and global academic exchange that enhances scholarship and the student experience.

7. The Centre for the AIDS Programme of Research in South Africa (CAPRISA) based at UKZN is amongst the largest and most successful research institutes in Africa.

8. Times Higher Education Young University Rankings 2018: UKZN is the only South African University to feature in the top 100 list at 83.

9. uniRank listed UKZN as the number one most popular University in South Africa, based upon our web presence in 2018.

10. UKZN offers an exceptionally wide range of exciting and innovative courses that will broaden perspectives, foster a capacity for independent critical thinking, and provide intellectual tools to develop your mind, while enhancing your career opportunities in the local and global marketplace.
PROGRAMME MODULES

1. Strategic Marketing Management
   Understand the key drivers of customer value, including distribution channels, pricing, product and service offerings and consumer behaviour. This module includes a real business simulation with a practical exposure to the complexity of starting and growing a business.

2. Management and Leadership
   The global and local context of management and leadership is examined, with the emphasis on experiential learning, using real world case studies and examples of best practice. The complexity (challenges) of managing within and across business units are also examined in depth.

3. Strategic HR Management
   The role of Human Resource Management in the organisation, and the importance of business partnering between HR and line management is examined, with a focus on the critical people processes involved in sourcing and recruiting talent, maintaining and encouraging engagement of employees in the business, and the learning and development pipeline for individuals within the organisation. The concept of employer brand value is also explored.

4. Management Strategy
   Strategy and its formulation by the organisation need to be understood, in order to align the execution and operations of the business to achieving the vision, mission and goals of the organisation.

5. Operations and Supply Chain Management
   The management of the supply and value chain of the organisation and all related operations is critically examined, with the customer at the centre of all strategy execution and decision making. Content includes: key performance related activities for a business, such as warehousing and distribution, procurement, logistics and risk management.

6. Financial Management and Management Accounting
   Effective and efficient finance and accounting systems and processes are critical foundations of any business, and impact the measurement and assessment of the performance and future sustainability of an organisation. Delegates learn key concepts and tools to enable them to make effective decisions based on factual information. The module includes: financial management, management and cost accounting, introduction to financial statements and ratio analysis, budgeting, legislation and corporate governance, the time value of money and Net Present Value (NPV).

7. Technology and Business
   The exponential increase in technology development over the past two decades has seen a transformation in business systems, processes and practices. The impact and potential of technology for organisations is examined, with a focus on best practice across a number of sectors and leading companies. Commensurate business risk with using new technology is reviewed, as is the blending of information and communication technologies and their application across different markets, and the use of social media to engage with customers. The disruptive nature of technology and the increasing threats due to cybersecurity breaches will also be examined.

8. Innovation
   Learning to encourage and develop processes that lead to improved solutions to meet new requirements, unarticulated needs, or existing market needs, through more effective products, processes, services, technologies, or business models. Originality, diversity and creativity are explored as themes in an organisational context, linked to positive changes in efficiency, productivity, quality and competitiveness. The linkages between Innovation and Entrepreneurship are also studied, as a means by which the organisation can create and develop new value added resources or enrich existing resources with the potential to generate increased value.

9. Personal and Management Coaching
   Personal coaching sessions take place within every block session. Personal mastery is the prerequisite to effective management, and this is underpinned by the one on one coaching, on the development of key competencies for effectiveness as a manager. In addition, delegates are provided with training to enable them to effectively coach colleagues (peers, subordinates, managers) in the organisation.

10. Strategic HR Management
    The role of Human Resource Management in the organisation, and the importance of business partnering between HR and line management is examined, with a focus on the critical people processes involved in sourcing and recruiting talent, maintaining and encouraging engagement of employees in the business, and the learning and development pipeline for individuals within the organisation. The concept of employer brand value is also explored.

11. Management and Leadership
    The global and local context of management and leadership is examined, with the emphasis on experiential learning, using real world case studies and examples of best practice. The complexity (challenges) of managing within and across business units are also examined in depth.

12. Strategic Marketing Management
    Understand the key drivers of customer value, including distribution channels, pricing, product and service offerings and consumer behaviour. This module includes a real business simulation with a practical exposure to the complexity of starting and growing a business.
Full-time academic members of the University of KwaZulu-Natal (UKZN), one of the leading tertiary educational institutions in Africa, as well as leading professionals from a range of local and international organisations facilitate on the programme. 

Key Faculty and Speakers include:

**Dr Rosemary Sibanda**
Rosemary was appointed at UKZN Graduate School of Business and Leadership in January 2015. Prior to this, she lectured at the UNISA Graduate School of Business Leadership, North West University, National University of Science and Technology and tutored on the Open University (UK)/MBA Programme hosted by the UNISA Graduate School of Business Leadership. Rosemary is also a UNDP trained facilitator in Conflict Transformation. She has published in the areas of ICT and e-Readiness; Service Quality, Leadership, Marketing, Corporate Governance, Knowledge Management, and Strategy. Rosemary has served on several companies’ boards of directors as Chairperson and Non-Executive Director. She is also a member of various professional, academic and socio-economic bodies locally, regionally and internationally.

**Zinhle Mpungose**
Zinhle is a seasoned Organisational Effectiveness Specialist, Coach and “Thinking Partner”. She has a passion for making change happen; developing leaders; improving team and organisational effectiveness. As a Human Resource Executive, she has an established track record of translating organisational strategies into HR initiatives that improve performance, profitability and employee engagement. She is a genuine influencer who strives on tough challenges. As a Coach, Zinhle empowers individuals, executives and organisations as fearlessly embrace transformation and realise previously untapped potential.

**Professor Mabutho Sibanda**
Mabutho joined the University of KwaZulu-Natal in September 2007 and is currently Dean and Head of the School of Accounting, Economics and Finance in the College of Law and Management Studies. He is a blended academic with six years’ of investment banking experience and 12 years’ of lecturing experience. Prior to his appointment as Dean and Head of School, Mabutho served as Academic Leader – Finance.

**Dr Abdul Kader**
Abdul heads up Leadership and Development within Nedsbank Integrated Channels IZVN. His primary role is to work with business and ensure that staff are competent to perform at optimal levels. His corporate experience has exposed him to the complexity of managing the duality of revenue growth and cost efficiency, and ensuring that execution and measurements of success both to clients, staff, shareholders and the organisation are effective and measurable. Abdul is an adjunct lecturer at the Graduate School of Business and Leadership at UKZN where he lectures to MBA and M.Comm students in Advance Strategy, Managing Strategic Change and Research Methodology.

**Dr Mogie Subban**
Mogie is a Senior Lecturer at UKZN’s College of Law and Management Studies teaching and supervising both at undergraduate and postgraduate levels. Her field spans all related aspects of public sector management (including public finance in national, provincial and local spheres, disaster risk management, development planning and research in higher education. She holds the following qualifications: B.Admin, Hons, M.Admin (Cum Laude) and D.Admin from the former University of Durban-Westville and UKZN. She has over 22 years’ experience both in corporate and the public sector and also served as HoD (former Technikon Natal, now DUT) for several years.

**Professor Pantaleo MD Rwelamila**
Professor Rwelamila researches and teaches project management and is based at UNISA’s School of Business Leadership. His areas of specialisation include project management, project delivery systems, and influence of culture on project management. His research interests are appropriate project delivery systems, best practices in construction for industry development, public private partnerships (PPPs) in infrastructure development, construction industry policy, culture in organisations, TQM and project dispute resolution methods. In 2005, Prof Rwelamila was the second most cited academic in the research area of project management in the world. He holds PhD (Project Management), UCT MSc (Construction on Project Management), Brunel University APO (B.Economics) ARU-UCILAS qualifications.

**Mr Khondlo Mtshali**
Khondlo holds an MBA degree from the University of Natal and over his career has become a subject matter expert but has also developed into an expert facilitator. He is a well-researched and flexible facilitator and is well informed in SCM policies and legislative frameworks in particular across the South African public sector. His experience in facilitation lies in areas related to performance management systems, supply chain management, procurement, contract and the tendering processes. He has worked vastly with universities, government departments, municipalities and private sector. He is also a Professional Healthcare Practitioner (Pharmacists). Khondlo is a passionate researcher, coach, consultant and material developer.

**Professor Brenda Gourley**
Brenda is a member of several boards (including that of AdvTech Ltd) in SA, the UK, the US and Europe. She is also the Chair of the Council for Education in the Commonwealth. She brings vast experience from her many Board and advisory positions as well as her consultancies in both the public and private sectors.

**Mrs Navitha Sewpersad CA( SA)**
Navitha is a chartered accountant and also an academic, lecturing financial accounting to the PGA/Honours class, as well as supervising research at UKZN. Navitha served as an academic leader for two years in the school of Accounting, Economics and Finance at UKZN. She has 10 years’ managerial accounting experience; two of which were at a senior management capacity. Navitha has intricate knowledge and experience of every facet in budget and strategic management, Expenditure Control and Supply Change Management gained as the Assistant Director of Finance in Public Works and Department of Social Development.

**Dr Rejoice Ngcongo**
Rejoice is an Associate senior lecturer in Inspirational Developmental Group and senior coach and board member for Africa Board for Coaching, Consulting and Coaching Psychology (ABCCCP). She has worked as HR Manager at Allan Gray Orbis Foundation as well as Vice-Dean: Education: Durban-Umlazi Campus, University of KwaZulu Natal. Her purpose is to enable individuals, teams or organisations to unlock their potential, transform themselves and achieve desired positive results. Rejoice has coached managers and facilitated in diverse organisations such as Standard Bank, Nelson Mandela Children’s Fund and Holland. Currently she is a director of Mindfield, a coaching and facilitation company.

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FREQUENTLY ASKED QUESTIONS

**Q** What qualification will I gain on completion of the MDP?

Delegates will receive a certificate from the University of KwaZulu-Natal confirming their successful completion of the MDP, subject to achieving 50% or more for the prescribed assignment. This programme is presented at HEQSF/NQF level 7 on the National Qualifications Framework (NQF).

**Q** What can I do with the certificate?

Many delegates who have completed the MDP are able to advance in their careers and gain new responsibilities. Those delegates who are already employed in these fields find that the programme enables them to reach higher levels within their organisations.

**Q** When is the MDP offered?

There are three intakes per year, one in February, one in July and one in October.

**Q** Can the MDP be customised for organisations?

UEL also provides customised in-house programmes for clients, uniquely designed to meet specific development needs across public and private sectors.

**Q** How will I be assessed?

The MDP is assessed in the form of individual and group assignments for each of the modules throughout the programme. In addition to this, a final practical project that builds on theory learned across multiple modules within the programme will need to be submitted.

**Q** Is the MDP an accredited Programme?

UKZN Extended Learning (UEL) is the continuing education business and a wholly owned subsidiary company of the University of KwaZulu-Natal (UKZN). All public higher education institutions are accredited by the Department of Higher Education and Training (DHET) as providers of Education programmes.

CUSTOM PROGRAMMES

UEL also provides customised in-house programmes for clients, uniquely designed to meet specific development needs across public and private sectors, including Management and Leadership development programmes, and niche offerings in areas such as Occupational Therapy, Monitoring and Evaluation, Renewable Resources (Water and Energy) and Work Readiness (new entrants to the workplace).

During 2019 UEL will continue to introduce relevant and innovative programmes to address your needs. Should you wish to meet and discuss your training and development needs, or wish to have a programme specially designed for your organisation, please contact us on +2731-260 1234 or email any of our colleagues:

Nashlene Maharaj (Maharajn@ukzn.ac.za) / Sindi Ndlovu (Ndlovus1@ukzn.ac.za) / Versusana Bahadur (BahadurV@ukzn.ac.za)

**Testimonial**

Being part of the UKZN Extended Learning program was an amazing journey and experience for me and my team. Firstly, I enjoyed the engagement with your marketing team, the time you took to come out and visit my office, the presentation of the course, the level of preparedness and professionalism. Secondly, I appreciated the vast offering of the program, and the flexibility and ability to tailor the program down to the customer requirement without losing the depth or quality of the offering. Thirdly, the joined program attendance made up of students from various companies with different values and backgrounds, made for different thinking and robust discussions and fundamental learning. Last but not least, hats off to the entire admin team and its executive – including the UKZN facility itself. There is something about being in an academic environment that just elevates the mood and desire for learning. It is just contagious and I would encourage more of this going forward. The gala event and the list of speakers as well as the cuisine. Enough said. I would certainly recommend the MDP program to any emerging or well established institution that takes development of its Human capital seriously.

Maake Monare – Regional Manager: Customer Care Service Centre KZN, Multichoice

**Partner Organisations include**

[Images of logos for various organisations]
HOW TO APPLY

Applying for the programme

To apply online or download the application form visit our website: www.ukznextendedlearning.com

Please submit your completed application form:

Email: raiman@ukzn.ac.za

Deliver:

At: Adiela Raiman
University of KwaZulu-Natal
Howard College Campus
Innovation Centre, Room 212
Gate 9, Rick Turner Road, Durban, 4001

For any other queries please contact us on +27 31 260 1234

Entrance requirements
- Matric Exemption (or equivalent)
- Minimum of 3 years work experience

Programme Fee
The fee of R44 200 (incl. VAT) covers the tuition, cost of all course materials, functions and excursions, meals and refreshments on the modules.

The fee does not include accommodation costs on the local module or travel to and from the venue.

Testimonial

The facilitators were highly qualified academics drawn from the different Schools and Colleges at UKZN who were always well prepared and professional. The feedback from the delegates has been extremely positive.

The UEL staff delivered an excellent level of service and support and the company has a reputation for its professionalism, courtesy and timely completion of its work.

We are pleased to recommend UEL to any organisation that is serious about the learning and development needs of its employees.

Moketenyana Mayongo
General Manager
Corporate Services
Umgeni Water

"MDP | 2018
17

"Testimonial"

Other Courses in Management and Leadership

- Board Leadership Programme
- Impactful Leadership for Women
- Senior Leadership Development Programme
- Emerging Managers Programme
- Managing for Impact

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For more information, or to register visit: ukznextendedlearning.com