



UNIVERSITY OF
KWAZULU-NATAL
INYUVESI
YAKWAZULU-NATALI

**EXTENDED
LEARNING**



2023

MANAGEMENT DEVELOPMENT PROGRAMME





UNIVERSITY OF
KWAZULU-NATAL™
INYUVESI
YAKWAZULU-NATALI

**EXTENDED
LEARNING**

Our World is Changing... Shouldn't you?



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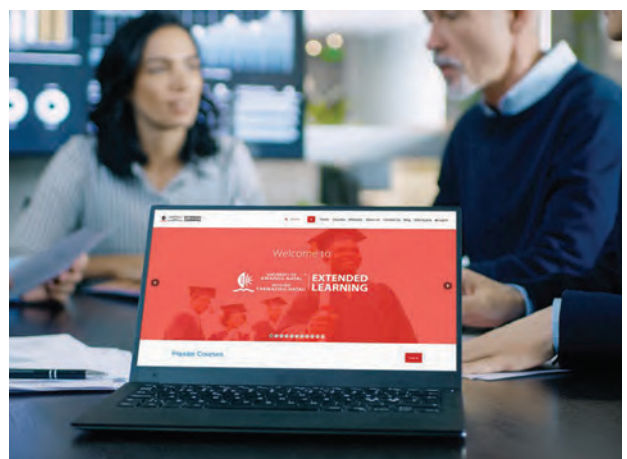
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VISION

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



MESSAGE FROM THE CEO

In this unprecedented time of global upheaval, uncertainty and change, the essence of Management and Leadership has never been more important for organisations, countries and regions, as we test and apply the theories and best practice learned over decades of experience.

The MDP is designed with the aim for delegates to have a life changing experience, both personally and professionally, through exposure to local and international thought leadership, practical and relevant content and methodologies, and to learn from academics and experts drawn from UKZN and a wide international field.

You will have a unique opportunity to hone your talents, develop critical competencies and acquire the knowledge required to make a real, measurable impact within your organisation.

The development of competent world-class managers is imperative for organisations to be successful. The programme takes place against a backdrop and in the context of the COVID-19 pandemic and the commensurate realities associated with the new world of work; with local and global transformation and rapidly changing markets for goods and services, disruptive and evolving new technologies, and increasingly challenging competitive business environments. Managers are the future leaders of South Africa, the region and the world. You 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 organisations, 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 your roles within the organisation.

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.

We ensure that your learning dovetails with your work commitments, through modules, which run on a monthly basis over a period of five months. Each module addresses key business disciplines with underlying themes which run across all aspects of the programme. One of these themes is the development of key competencies, through a Personal Development Plan, supported by a team of coaches who engage with you one-on-one to support your career plans.

To quote our slogan: ‘Our world is changing – shouldn’t you?’

We look forward to welcoming you to the programme.

Mxolisi Miya

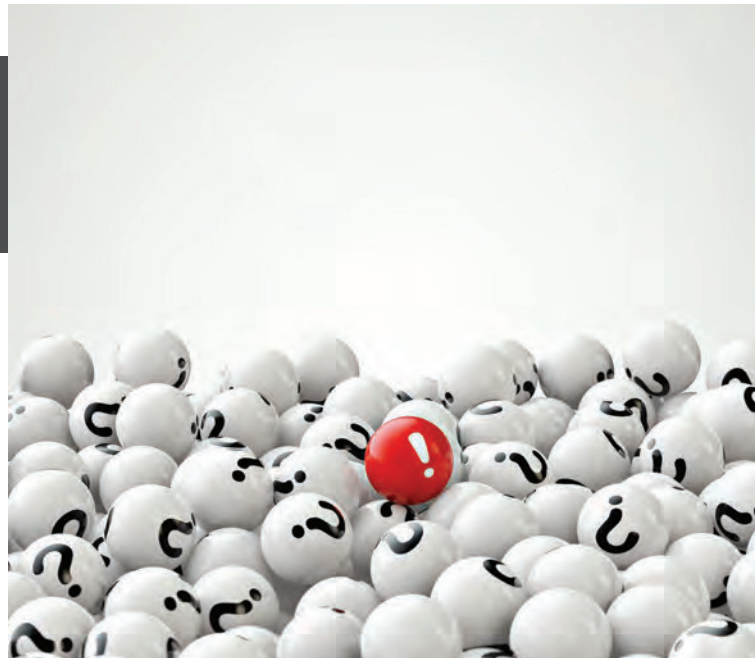
CEO - UKZN Extended Learning



FREQUENTLY ASKED QUESTIONS

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).



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.



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.

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.

Can the MDP be customised for organisations?

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

When is the MDP offered?

There are two intakes per year, one in February and one in September.

INTRODUCTION TO THE MANAGEMENT DEVELOPMENT PROGRAMME

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

Delegates attending the course will have the option of either attending face-to-face sessions in Durban, or joining the live-streamed sessions online.

The MDP is designed to optimise learning and development through experiential and applied methodologies based on empirical and theoretical tenets underpinning the value 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, enhancing the learning and enriching the programme's overall experience for the delegate.

➔ ASSESSMENT

The MDP is assessed in the form of individual and group assignments for each of the modules throughout the programme.

➔ DURATION AND DATES

There are two intakes per year, one in February and one in September. This six-month programme is offered in four block sessions over 12 full days, comprising almost 100 lecturing hours, and three individual virtual sessions of personal coaching. Finally, graduation is held annually for all leadership programmes. Delegates are expected to participate fully in all modules, in addition to passing their assignments to graduate with a "Certificate of Successful Completion".



Moketenyana
Mayongo
General Manager:
Corporate Services
Umgeni Water



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.

PROGRAMME MODULES

The Management Development Programme is broken up into four block sessions that are run over four consecutive months. The block sessions include the following coverage areas:

1



MARKETING

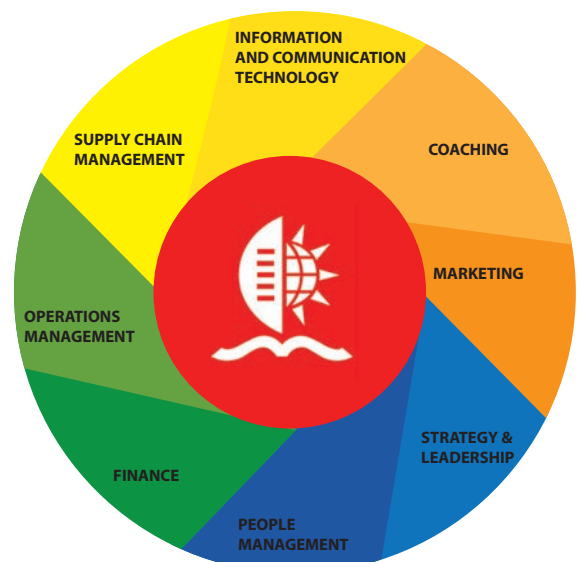
- Understanding Marketing Management, Definitions, Scope & Models
- Creating Long-Term Customer Loyalty Relationships
- Branding, Segmentation, Targeting & Positioning
- Managing Competition
- Product, Pricing, and Location Strategies
- Communicating Value and Not Simply Selling on Price
- Managing Digital Communication: Online, Social Media, and Mobile

2



STRATEGY AND LEADERSHIP

- Charting a Company's Direction
- Analysing the External Environment
- Evaluating a Business' Resources, Capabilities, and Competitiveness
- Corporate Social Responsibility and Environmental Sustainability
- Business Ethics and Strategy
- Corporate Culture and Leadership
- Systems Thinking
- Planning and Operationalising a Strategy



3



PEOPLE MANAGEMENT

- Social and Emotional Intelligence
- Wellness and Employee Retention
- Talent Management and Succession Planning
- Performance Management, Training and Development
- Managing Diversity, Transformation and Change



4



FINANCE

- Introduction to Financial Statements
- Introduction to Costing
- Procurement in the Private Sector
- Public Sector Procurement and the PFMA
- Budgeting and Forecasting - Centralisation vs Decentralisation (Public/Private sector)
- Finance Policies and Procedures
- Investments, Working Capital and Cashflow
- Debt Collection Strategy
- Risk, Audit and Compliance
- Measuring Performance
- Capital Investment Decisions
- Understanding the Time Value of Money
- Data Analytics for Decision Making



5



OPERATIONS MANAGEMENT

- Process, Product and Operations Design in an Organisation
- Planning and Control, Capacity and Scheduling in Operations Management
- The Role of Project Management
- Quality Management, Failure Prevention and Recovery Techniques



6



SUPPLY CHAIN MANAGEMENT

- The Impact of Globalisation on the Supply Chain
- Distribution and Logistics Management
- Value Chain Management
- Reverse Logistics and Investment Recovery



7



INFORMATION AND COMMUNICATION TECHNOLOGY

- Introduction to Digital Transformation, Cloud Computing, Managing Risks
- Management Information Systems
- Cybersecurity and Data Protection
- Augmented, Virtual and Mixed Realities



COACHING



In addition to the lecture sessions, delegates are engaged in three virtual one-on-one coaching sessions. Personal mastery is a 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.

ACADEMIC/PROFESSIONAL TEACHING AND FACILITATION

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:



Professor Cecile Gerwel-Proches

Professor Gerwel-Proches is an Associate Professor in the UKZN Graduate School of Business and Leadership (GSB&L). She holds a PhD (Leadership Studies), MCom (Leadership Studies), BCom Hons (Industrial & Organisational Psychology), and BCom (majoring in Business Management, and Industrial & Organisational Psychology). She lectures on the Master of Business Administration (MBA), Master of Commerce in Leadership Studies (MCLS) and the Postgraduate Diploma in Leadership. Her teaching, research, supervisory and consulting interests include leadership, change management, and organisational behaviour. Cecile served as Programme Coordinator of the Postgraduate Diploma in Leadership (and formerly Leadership and Management) in the GSB&L for close to 10 years. She is an experienced facilitator, who draws on experiential learning approaches and other interactive learning methods, having conducted many workshops and presentations, for diverse organisations and individuals, on topics, such as leadership, change, culture, and other aspects related to Organisational Behaviour.



Dr Macdonald Kanyangale

Dr Kanyangale has over fifteen years of hands-on senior management experience in multinational corporations such as British American Tobacco, Red Cross, the Airline Industry, and the public sector. His last position before joining academia was in the public sector where he was Deputy Executive Director for a state-owned enterprise in Malawi. He taught Strategic Management from 2011 at Rhodes Business School before joining UKZN. He holds a PhD in Management (Rhodes) and MBA (London) and his research interests include Strategy as practice, Entrepreneurial leadership development and Organisational resilience.



Dr Siphiwe Mqadi

Dr Mqadi is a lecturer in Auditing at UKZN, School of Accounting, Economics and Finance, and an Adhoc lecturer in the School of Law's Postgraduate Diploma in Forensic Investigation and Criminal Justice. His research interests include Public Sector Clean Audits, Municipal Governance, Corporate Governance, Audit Committees, Auditing and Ethics. Dr Mqadi's academic qualifications include B.Com in Accounting (University of Zululand); MSc in International Accounting & Finance (University of Liverpool), and PhD in Accounting (University of KwaZulu-Natal).



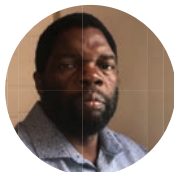
Dr Steven Msomi

Dr Msomi is a Fellow & part of Board of Governors of South African Institute of Financial Markets (SAIFM) and is CEO of Kabusha Advisory, which is mergers & acquisitions and capital raising entity. He has PhD in Finance from KwaZulu-Natal University and a Master degree in Finance from the University of Southern Queensland in Australia. Dr Msomi also recently completed a Blockchain & crypto-assets certificate from the University of Cape Town. Dr Msomi has over 20 corporate experience with over ten years in mergers & acquisitions, transaction advisory and capital raising roles. He has extensive corporate experience having worked for companies like Rand Merchant Bank, FNB Private Clients, PSG Konsult, South African Breweries and Sanlam. He also lectures Finance to MBA students at UKZN, and has supervised 30 Masters dissertations.



Dr Upasana Singh

Dr Singh is the Academic Leader and a Senior Lecturer in the Discipline of Information Systems and Technology at the University of KwaZulu Natal. She is also appointed as an Adjunct Senior Lecturer at the Victorian Institute of Technology, Australia. Her academic qualifications include a Ph.D. in Information Systems from the University of South Africa, a Masters and a B.Com Hons degree in Information Systems and Technology, from the University of KwaZulu-Natal and the University of Natal respectively. She has over 15 years of teaching experience in IT-related subjects such as e-Commerce, IT Consulting, IT Strategy, Programming, and Research Methodology. She has a keen interest in Educational Technologies and has served as the lead researcher in a number of international research projects on Digital Teaching, Learning, and Assessment.



Professor Maxwell A Phiri

Professor Phiri is an academic in the School of Management, IT & Governance at UKZN. He facilitates on Business Management, specialising in Marketing and Supply Chain Management. He started his academic career as a Research Coordinator at the Graduate School of Business after working in industry for 18 years. His work experience is an added advantage in his teaching career. He has demonstrated the ability to combine experience with theory to develop his lectures and supervise postgraduate students at honours, masters and PhD level. Professor Phiri is an all-round academic with vast experience in continental and global matters through his exposure to practical business scenarios and Research, incorporated in his teaching and development of managers for the 21st century.



Professor Abdulla Kader

Professor Kader is the senior manager of Learning and Development, RBB (Retail and Business Banking) within Nedbank Integrated Channels KZN. His primary responsibility is to partner 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. Professor Kader is an adjunct lecturer at UKZN, where he teaches on advance topics and managing strategic change. He is also a research fellow at UJ, where he also serves on the Board of Engineering and the Built Up Environment. He also lectures Strategy, Entrepreneurship and Research at other Universities.



Nigel Chiweshe

Mr Chiweshe is a lecturer in the discipline of Management and Entrepreneurship. He is currently pursuing Doctoral studies specialising in Marketing with a focus on motivations for luxury brand consumption by deluxe aspirers. He also lectures Responsible & Sustainable Management Principles, Technology Management at the undergraduate level, Entrepreneurship Innovation and Venture Creation, at the Honours level and Contemporary Marketing at the Masters level. Through his engagement with the disciplines of management, marketing and entrepreneurship, Nigel has developed a keen interest in social enterprises, sustainability practices in SMMEs and luxury branding. He is currently involved in mentoring youth entrepreneurs, communities of practice in youth entrepreneurship, book editorship and research in social enterprises in the 4th Industrial Revolution.



Professor Manoj Maharaj

Professor Maharaj is a Professor in the Discipline of Information Systems & Technology at the School of Management, IT and Governance. Prof Maharaj is an academic of more than 30 years. He has extensive experience in the management and leadership of higher education and training institutions. This includes legislation policies and procedures related to state-owned enterprises (SOEs). He has a deep knowledge of the ICT sector and has researched and published extensively in this domain. He has also contributed significantly to academic capacity development.

01

“**UKZN Extended Learning**” the continuing education business of UKZN, is a **growing provider of short courses** in KZN with more than 22 000 delegates attending courses since 2012.

02

Programmes are taught by leading experts in their field, many of whom are **full-time academics who are professors, researchers, and consultants** for major blue-chip companies across **Africa and the Middle East**.



03

“**UKZN Extended Learning offers high-quality short courses, practical skills-based and executive education programmes** in collaboration with **schools and colleges** of the University of KwaZulu-Natal.



10 GREAT REASONS

04

UKZN Extended Learning **was formed to professionalise the offering of short courses** across the University of KwaZulu-Natal. To this end, customer-centricity is at the core of day-to-day operations.

05

Times **Higher Education World University Rankings** places **UKZN in the top 500 universities globally**, and in the **top 10 in Africa, ranked at #5**.

06

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



07

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. **CAPRISA's Professor Salim Abdool Karim was appointed as the Chair of the SA Ministerial Advisory Committee on COVID-19, and to the World Health Organisation (WHO) Science Council.**

08

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.

09

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.

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.

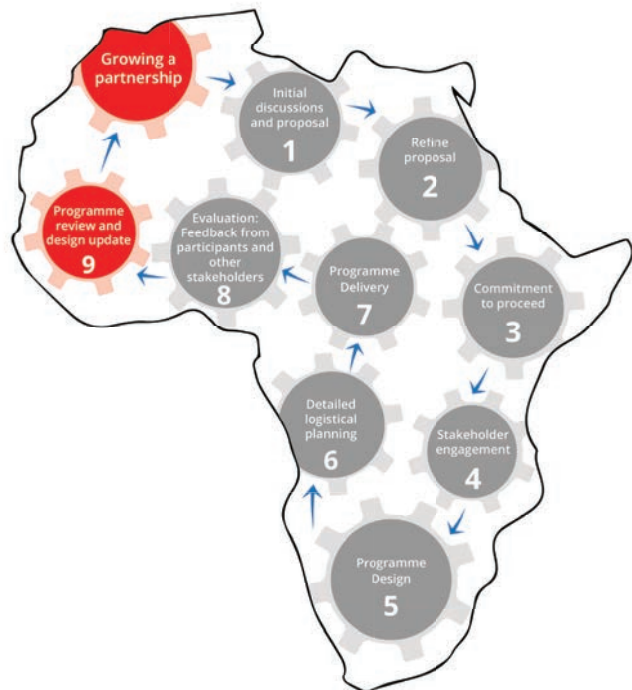
CUSTOMISED PROGRAMMES

UEL provides customised and/or 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).

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 +27 31 260 1234 or email any of our colleagues:

Sarah Haffenden (strauss@ukzn.ac.za)
Enquiries (enquiries.uel@ukzn.ac.za)

The Customisation Process



scan here for more information
on customising programmes.

Partner Organisation Include



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:** MalingaT1@ukzn.ac.za
- ➔ **Deliver:**
Att: Thobeka Malinga
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**



Testimonial

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

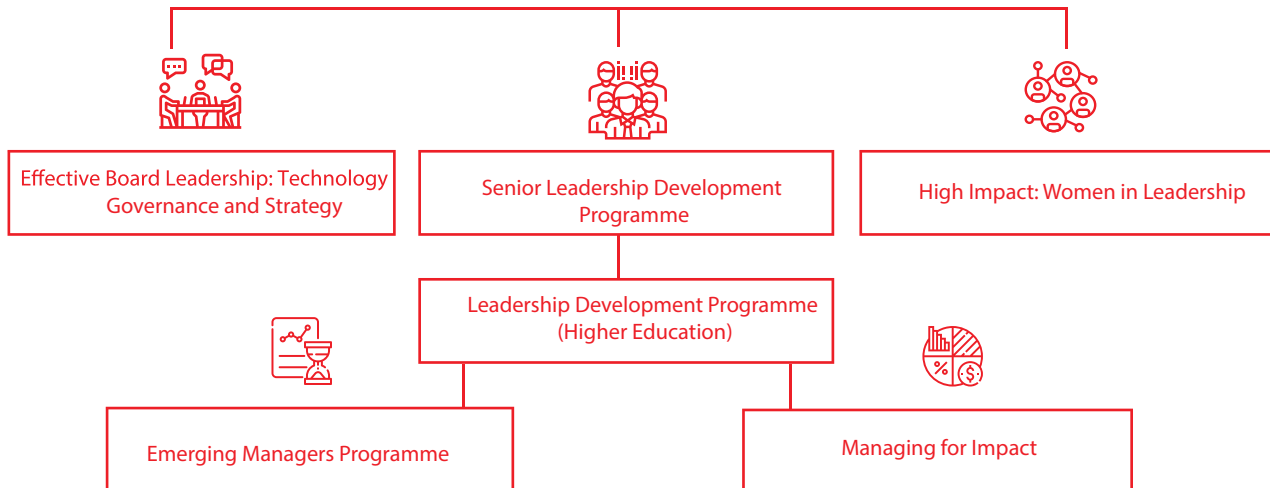


Being part of the UKZN Extended Learning programme was an amazing journey and experience for me and my team. Firstly, I enjoyed the engagement with your marketing team; the time you took to come out and visit my office; the presentation of the course; the level of preparedness and professionalism. Secondly, I appreciated the vast offering of the programme, and the flexibility and ability to tailor the programme down to the customer requirement without losing the depth or quality of the offering. Thirdly, the joined programme 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 icing on the cake was the graduation ceremony. The gala event and the list of speakers as well as the cuisine. Enough said. I would certainly recommend the MDP programme to any emerging or well established institution that takes development of its Human capital seriously.

- ➔ **Entrance requirements**
 - Matric Exemption (or equivalent)
 - Minimum of 3 years work experience
- ➔ **Programme Fee**
The programme fee of R49 650 (incl. VAT) covers tuition, instruction material, refreshments and lunches. Delegates not located in Durban are also able to join live-streamed sessions virtually.

OTHER COURSES IN MANAGEMENT AND LEADERSHIP



MAP TO UEL



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



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