



# Women's Leadership Development Programme

Making women count

Wits Business School (WBS), in partnership with the Finance and Accounting Sector Education and Training Authority (FASSET), is offering black African female senior and middle managers in the Finance and Accounting sector the opportunity to attend a sponsored Executive Development Programme (EDP) and a Management Advancement Programme (MAP) for Future Change Leaders.

## ► Who is it for?

This sector includes investment entities and trusts and company secretary services; stockbroking and financial markets; financial development organisations; accounting, bookkeeping, auditing, and tax services; business and management consulting services; the South African Revenue Service; the national and provincial treasuries; and other activities auxiliary to financial intermediation, such as debt collection. **Learners must be black African females currently employed/ in business within the Finance, accounting and related services professionals across various sectors including PSET institutions as per above.**

The EDP addresses the relevant leadership skills and competencies required by executives and senior managers/leaders in the Finance and Accounting sector to lead at a strategic level.

The MAP for Future Change Leaders caters to middle managers in the Finance and Accounting sector who have specialized skills and experience but require in-depth understanding of the various management functions as well as build their skills and competencies to grow their careers and propel their companies to the next level.

## ► Background

WBS and FASSET launched the first sponsored online EDP in March 2022, with 101 delegates recruited and currently completing the programme. In addition to the academic courses covered, the experiential learning component of the programme requires delegates to deliver a syndicate presentation based on the results of the business simulation attended. Moreover, the programme offers an exciting opportunity for women in the sector to work and benefit from interactive learning.

Guest speakers on the programme include the CEO of the New LoveLife Trust, Dr Linda Ncube-Nkomo, Co-founder, CEO of MASA Group of companies, Ms Emma Mashilwane, CEO of National Radioactive Waste Disposal Institute (NRWDI), Dr Margaret Mkhosi, CEO of Kutana Group and Thoko Mokgosi-Mantwembe to name a few.



# Executive Development Programme

The future is uncertain, change is inevitable.

Our Executive Development Programme (EDP) is designed to build on your current leadership foundation.

The programme attracts a wide range of delegates from both the private and public sectors, providing a good opportunity for networking, experiencing diversity, and building mutually beneficial relationships.

INSIGHT  
OPPORTUNITY  
EXPERIENCE

## ► Who is it for?

The programme is targeted at senior managers and executives who currently hold strategic and business leadership responsibilities, with a focus on both local and global business in the 21st century.

## ► How will your organisation benefit?

By having more effective leaders who have a better understanding of their leadership role in relation to change management, diversity management, ethics, governance, finance strategy, and sustainability.

## ► How will you benefit?

You will gain greater insight into the business leadership role and increase your personal effectiveness.

You will improve your people management skills, and deepen your understanding of the interactions between operational and strategic management in the context of a rapidly evolving business landscape.

You will be exposed to latest thinking in terms of strategy, economics and global business trends.

## ► What will you learn?

- How to improve your effectiveness as a leader and manage diversity
- How to apply strategic analysis, strategy formulation and execution
- How to apply strategic marketing principles in your business
- How to attract, develop and retain top talent
- How to apply effective negotiations skills
- A sound understanding of macro and microeconomics, both global and local, capitalising on the AfCFTA

## ► Modules

- Group Dynamics
- Strategic Analysis & Execution
- Negotiating Skills
- Ethics & Corporate Governance
- Environment of Business
- Strategic Marketing
- Mobilising People & Talent
- Leadership & Change Management
- Financial & Business Acumen

## ► Course Structure

The course is a 14-day programme spread over a number of months.

Being part of this Executive Development Programme forced me to hone in on my skills and to develop my capability to be the best professional that I can be in the workspace that I'm in. Thank you to the FASSET programme and thank you to Wits Business School.

**Tinyiko Ngwenya**



# Management Advancement Programme (MAP) for Future Change Leaders



MAP is the Executive Education flagship programme at Wits Business School. Since 1979, we have graduated thousands of students, helping to accelerate their careers into senior management, C-suite status or successful entrepreneurship.

## ▶ Who is MAP for?

The MAP for Future Change Leaders programme caters for middle managers and specialists, equipping them to deal with a changing global environment. MAP is aimed at individuals who have management experience in a specialised field but would like to build their skills and competencies to grow their careers. The programme is also suitable for entrepreneurs who want to upscale their businesses.

## ▶ How will you benefit?

You will gain the skills to become a relevant and agile leader in the new world of business. The MAP Programme will also allow you to get module exemptions on the Postgraduate Diploma in Business Administration.

## ▶ How will your organisation benefit?

It will benefit through having skilled managers who have been exposed to cutting edge business trends.

## ▶ What do I need to qualify?

To be accepted onto the MAP programme you need a post-matric qualification, plus functional management experience. You will need to complete a detailed self-assessment form.

## ▶ What will you learn?

- How to articulate concepts of strategic management, as well as select, design, formulate and implement business strategies in a changing business landscape.
- How to apply best practice principles to People and Resource Management and how firms strategically manage people in the changing world of work.
- How to interpret economic principles, concepts, and frameworks in business environments and evaluate these concepts in terms of real time economic scenarios
- How to implement effective principles of accounting and finance into business activities, and evaluate the implications for financial planning and reporting.
- Critically assess the elements of strategy that lead an organisation towards gaining a competitive advantage in the marketplace and appraise a range of methods and techniques for strategic analysis.
- Analyse digital technology process requirements within organisations from a management perspective.

# Course content

## One compulsory professional and peer engagement including:

- An introduction to the programme
- Academic orientation
- Personal development and leadership orientation
- Improving team performance

## Six examinable modules

- People and Resource Management in the 'New Normal'
- Digital Technology Fundamentals
- Economics for Business
- Accounting and Financial Management
- Strategic Management
- Marketing in a Connected World

## Select TWO additional Professional Development related module(s)

- Digital Business in Africa
- Innovation and Business Disruption
- Innovation and Entrepreneurship in Digital Business
- Business Simulation
- Competitive Intelligence
- Systems Thinking
- Business Ethics and Governance

## Compulsory Masterclass

International CEO on 'Scaling up your business'

# Why WBS?

WBS has a solid reputation in the industry for quality business and management education, which contextually relevant and based on academic and research excellence. By choosing WBS, you will become part of a global network of proud alumni. Through syndicate work, you will meet lifelong friends and grow your network immeasurably.

**Wits Business School is the Graduate School of Business Administration of the University of the Witwatersrand (Wits).** Wits is ranked as the top research university in Africa and is renowned for the quality and volume of its research output, boasting 26 A-rated researchers (scholars who are recognised by their peers internationally as global leaders in their field). Wits University has a long history in human rights advocacy, and boasts four Nobel Prize winners and 91 prestigious Rhodes scholars.



## Location

Wits Business School is situated on its own beautiful campus in historic Parktown, Johannesburg, strategically located in the heart of Africa's economic hub, with easy access to highways and public transport.



## Teaching excellence

Our reputation for teaching excellence is enhanced by the number of visiting/ adjunct professors from other business schools around the world. We also have a number of part-time lecturers who work in organisations and bring their up-to-the-minute practical knowledge to the classroom. We also make extensive use of the case study method, thanks to our own dedicated Case Centre, which brings real-world business challenges into the classroom.



## Research

WBS boasts the highest number of PhDs of any other business school faculty in South Africa. Our professors and lecturers all have their own areas of research and publish regularly. WBS also boasts the largest PhD centre in South Africa.



# Why WBS?

## Facilities

### Classrooms

Wits Business School's purpose-built campus comprises 13 state-of-the-art classrooms/lecture theatres and 28 syndicate rooms (with a further 40 in the pipeline). All our classrooms are based on the Harvard 'horseshoe' design to encourage maximum interaction and class participation.

### Labs and libraries

WBS has a well-equipped computer laboratory and Wi-Fi is available throughout the campus. Students have access to our e-learning platform, Ulwazi, as well as numerous printers. Our comfortable and well-stocked library holds over 15 000 volumes of books and collections, and subscribes to over 200 database journals.

### Food and beverages

Our on-site canteen serves a wide variety of delicious meals and snacks, including decadent home-made cakes and decent cappuccinos to fuel the academic debate! Opposite the School is 'Mike's Kitchen' restaurant, a historical landmark and a popular meeting place for students and business people.

## Alumni network

As a MAP graduate you will be part of our extensive network of alumni around the world. Many of our graduates hold directors, C-suite and senior management positions in organisations both locally and abroad. Our active alumni office arranges several networking events for alumni, with guest speakers, throughout the year.

## Thought leadership

As part of our WBS family you are invited to join leaders in discourse, debate and dialogue on business and economic issues facing South Africa and the continent. WBS holds a number of well-attended public lectures and panel discussions each month, drawing on the expertise of speakers who are widely respected in their fields both locally and internationally.



<https://courses.wbs.ac.za>

## Contact

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