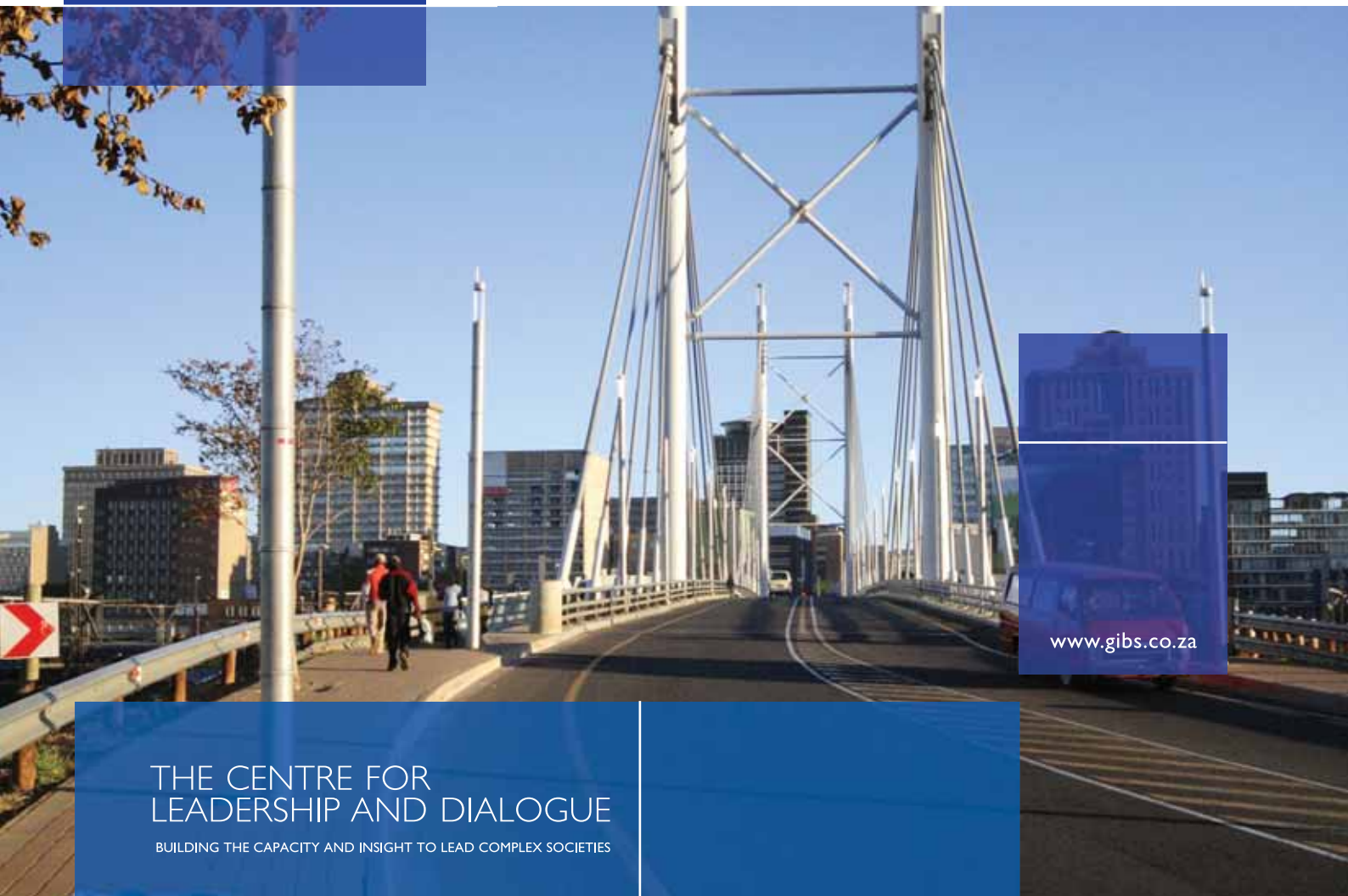




GORDON INSTITUTE
OF BUSINESS SCIENCE

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www.gibs.co.za

THE CENTRE FOR LEADERSHIP AND DIALOGUE

BUILDING THE CAPACITY AND INSIGHT TO LEAD COMPLEX SOCIETIES



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA
Denketers • Leading Minds • Dikgopolo tsa Ditlaleli

INTRODUCTION

The Centre for Leadership and Dialogue works with a broad range of leaders and hosts strategic dialogue to resolve the most urgent and complex South African and global challenges. Through our programmes participants develop new knowledge, motivation and the networks to create change in their own organisations and beyond.

WHY WE DO THIS WORK

South Africa has benefited from a broad range of extraordinary leaders in the public, social and political arenas. How do we support the development of the next generation of leaders with this level of impact? And what are the conditions in which such leadership can emerge?

We bring together leaders to bravely face our current circumstances and grapple with our collective challenges in order to affect multi-levelled progress. GIBS has found that to succeed in emerging markets and countries in transition requires a new generation of leaders who have the capacity and insight to lead their businesses, public institutions and social enterprises in an increasingly complex world.

WHAT LEADERS DO THROUGH OUR PROGRAMMES

Leaders accepted on our programmes are exposed to the larger societal context through experiential field trips, intimate honest conversation, case studies and seminars by leading thinkers and influential citizens across our society. Participants come from well run institutions and are passionate, experienced individuals who hold a vision for greater societal change.

OUR DIALOGUE WORK

Leaders in complex societies face a range of intractable problems and volatile situations. The stakes are high, the nation is fragmented and the risk is that they miss significant elements of the socio-economic and political context and pass these judgements into the broader realm. With this in mind, we host dialogue for leaders of national influence to reflect on the evolution of our young democracy and share these lessons with South Africans and with the international community.

A facilitated process, accessing the experiences and know-how of participants, allows an accurate picture of the societal 'puzzle' to emerge.

Our dialogue involves personal and honest reflection. We focus on conversation across divides and the development of action to take insights forward.

We work with a range of international and local partners to share the successes and the failures of the South African transition.

Our country is changing. Are you?

NEXUS

Supporting emerging leaders
across boundaries

Overview

Nexus is a personal leadership programme that helps younger leaders in business, civil society and government navigate the changing landscape of our country and context. Through experiential learning and dialogue, delegates are challenged to find ways around the obstacles that are holding themselves, others and the country back.

Who is the ideal Nexus delegate?

Nexus is for 'emerging leaders' who have five years of management experience. They come from well run and successful institutions. They are passionate individuals who buy into a vision for a better society.

The Nexus delegate:

- Is a bright, ambitious leader in a managerial role within their organisation or business;
- Is interested in developing their ability to lead in a diverse dynamic society;
- Is generally in their late-twenties to mid-thirties; and
- Wants to make a difference in our country and beyond.

What you will get out of the programme

A Nexus participant will become a better business and societal leader with the potential for significant impact. This leadership will be developed through an assessed programme in which you:

- Understand more of yourself, challenge your assumptions and develop a better sense of your own life journey and how it can empower you to lead beyond boundaries;
- See more potential in others and explore the assumptions and perspectives of peers in order to develop the ability to lead in diverse contexts;
- Gain insight into the opportunities in society and think critically about the issues most affecting South Africa; and
- Leave with the ability to see opportunity and be inspired to create change.

Cost and application process

Application to the programme is via company nomination or application and selection is subject to approval by the admissions committee. Limited numbers of delegates are accepted onto the programme. The fee for the year is R23 500.

For more information or to apply, please contact the Programme Manager on +27 (0)11 771 4335 or email admissionscld@gibs.co.za.

FRONTIER

A programme for established senior
leaders in times of rapid change

Overview

Frontier improves strategic thinking through moving from the operational day-to-day requirements to focusing on the bigger picture. Frontier works with cohorts of established senior teams from partner companies. The programme provides insight into changing market realities through immersion in the dynamics of South African society.

Due to the responsibilities faced by leaders at this management level, the programme consists of four high-impact modules of two to three days each.

Who is the ideal Frontier delegate?

Frontier is for 'established leaders' who have at least 10 years of senior management experience. They come from well run and successful institutions, and are responsible for multiple stakeholder relationships. They are also passionate individuals, who desire to leave a legacy within their organisation and society in general.

The Frontier delegate:

- Is an experienced, senior leader in a general management role within their organisation or business;
- Is interested in developing their ability to lead in a diverse dynamic society;
- Is generally in their late-thirties to late-forties; and
- Wants to make a difference in our country and beyond.

What you will get out of the programme

A Frontier participant will become a more strategic business and societal leader. This leadership will be developed through an assessed programme in which you:

- Develop a complete view of the strategic context of business;
- Generate fresh approaches to cross-sector opportunities;
- Gain a clearer reality and opportunity in South Africa;
- Build a more nuanced relationship between their own world view and the perspectives of diverse others;
- Determine their current impact and evaluate the legacy they are establishing; and
- Learn the thought patterns of history makers and society shakers.

Cost and application process

Frontier is run as an in-house programme for cohorts of 20 – 30 delegates. Application to the programme is via company nomination. The programme fee is available to companies on request.

For more information or to apply, please contact the Programme Manager on +27 (0)11 771 4203 or email admissionscld@gibs.co.za.



SOCIAL ENTREPRENEURSHIP CERTIFICATE PROGRAMME (SECP)

Business skills to increase the impact
of social investment

Overview

Up to 5 billion rands of CSI funds are invested annually in NGOs, social enterprises and other community initiatives. Yet South Africa's social challenges are becoming ever more apparent and solutions ever more elusive. What can you do to ensure greater return of impact on your investment?

There is a profound need to shift traditional paradigms, explore new approaches and, above all, provide social leaders with the business skills they need to create high impact, sustainable and scalable initiatives.

Who is the ideal SECP delegate?

The SECP is a rigorous, accredited management programme aimed at social entrepreneurs, leaders and managers of social initiatives, as well as business, CSI and government executives looking to better understand the emerging social entrepreneurship space.

What you will get out of the programme

The programme comprises four blocks of five days each, as well as pre-reading, assignments and research, and runs from March to November 2012. Through more than 20 days of intensive training over nine months delegates gain:

- Frameworks for innovative and creative approaches to change;
- A deeper understanding of strategy, leadership and systems thinking;
- Foundational business skills in finance, operations and project management;
- Practical application of theory in each area of training; and
- Guidance from some of South Africa's best faculty, as well as experienced practitioners.

Assignments are directly linked to each delegate's own initiative so that upon graduation s/he will have the profile of skills, tools and resources needed to build and run an effective social enterprise.

Cost and application process

The programme fee for the 2012 SECP is R18 000.*

For more information or to apply, please contact the Programme Co-ordinator on +27 (0)11 771 4320 or email admissionscld@gibs.co.za.

* A limited number of partial scholarships will be available in 2012 for qualified applicants.

LEADING WOMEN

Facilitating leadership prowess in
women of high potential and impact

Overview

Studies suggest that companies where women are more strongly represented at board or top management levels are also the companies that perform best. The research does not claim a causal link, but it does give some insight to the benefits of a gender diverse governing body.

To adapt to the changing social and consumption trends, companies increasingly need to integrate women into their decision-making process since women now have a major influence on purchasing decisions. A recent survey demonstrates that women are the driving force behind 71% of household purchases and only account for 51% of the population.

Who is the ideal Leading Women delegate?

Eligible delegates to the 2012 Leading Women programme:

- Are upper-middle to senior-level managers in their organisations with at least five years' experience at this level;
- Have demonstrated potential to serve in leadership capacities;
- Have an interest in exploring best practices through dialogue; and
- Are able to commit to one three-hour session in the late afternoon, once a month.

What you will get out of the programme

The programme consists of four components that collectively facilitate the development of various managerial competencies. Skills and challenges introduced in one component of the programme can be interrogated and tested in others. In this way delegates are constantly learning and practising new skills and also challenging their peers to find creative means for solving problems. The four components of the programme are listed below.

1. Conversations with extra-ordinary South African businesswomen;
2. Small group coaching sessions;
3. Case study panel debates; and
4. An Executive Education programme.

Cost and application process

The programme fee for the 2012 Leading Women programme is R23 500.

For more information or to apply, please contact the Programme Co-ordinator on +27 (0)11 771 4249 or email admissionscld@gibs.co.za.