

# The Centre for Leadership and Dialogue

Engage your world.



**Gordon Institute  
of Business Science**  
University of Pretoria



## Overview

**The GIBS Centre for Leadership and Dialogue aims to equip leaders with the essential tools for achieving success in an increasingly complex world and with the capacity and insights to lead their businesses, public institutions and social enterprises into the future.**

The Centre works with a broad range of leaders to host strategic discussions aimed at resolving the most urgent and complex South African and global challenges. This process requires delegates to use the exploration of the South African socio-political landscape to better understand and strategically develop their internal leadership motivation and practice.

Leaders in complex societies face a range of intractable problems and volatile situations. The stakes are high and the risk facing many leaders is that they will fail to recognise the significance of socio-economic and political events for their business or industry.

Participants leave our programmes armed with vital knowledge, increased motivation and the essential networks to create change in their own organisations and beyond.

**A strong society is the foundation for thriving institutions and a competitive nation.**

# The work of the GIBS Centre for Leadership and Dialogue falls into the following categories:

## **Social Entrepreneurship, Leadership Programmes and Dialogue Work.**

### **THE NETWORK FOR SOCIAL ENTREPRENEURS (NSE)**

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The NSE focuses on research to develop evidence on what social entrepreneurship is in South Africa and produces a blend of educational programmes and workshops that enable delegates to gain insight into the landscape of social entrepreneurship, business and its role in society, and how to create and maintain sustainable social organisations.

Programmes include:

#### **THE SOCIAL ENTREPRENEURSHIP PROGRAMME**

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A programme that provides business skills to leverage social change.

#### **ALTERNATIVE INCOME STREAMS**

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A programme designed to enable social organisations to take effective long-term decisions to build their sustainability.

#### **MEASURING IMPACT WORKSHOP**

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An interactive workshop that will equip you with the tools you need to not just measure your outputs and outcomes, but to track your social impact.

#### **LIVELIHOODS AND MARKETS**

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An international programme that explores how to build markets and uplift underdeveloped communities.

### **LEADERSHIP PROGRAMMES**

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Leaders who are invited to participate in any of our leadership programmes are exposed to the larger societal context through experiential field visits, facilitated dialogue, case study-based discussions and seminars with leading thinkers and influential citizens across society. Participants come from impactful organisations and are passionate, experienced individuals who hold a vision for greater societal change.

Leadership programmes include:

#### **NEXUS**

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A programme that supports emerging leaders to lead beyond boundaries.

#### **LEADING WOMEN**

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A programme that facilitates effective and authentic leadership in women of high potential.

#### **SPIRIT OF YOUTH**

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A programme that supports high-potential grade 11 learners to lead with great civic, social and professional responsibility.

#### **THE GIBS CAREEREXPO**

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An annual event that supports career development for grade 11 and 12 learners.

### **DIALOGUE WORK**

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We host a series of dialogue interventions to help leaders better address intractable problems and volatile situations. In each intervention, we seek to bring diverse stakeholders together to gain greater perspective into the challenges they face.

Dialogues include:

#### **THOUGHT LEADERSHIP DIALOGUES**

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These bring academics, editors, think-tanks, researchers, businesses and individuals together in a facilitated process in order to address the broader social, political and economic issues that impact business and South Africa.

#### **SOCIETAL LEADERSHIP DIALOGUES**

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These bring South African citizens and high-level decision-makers together to extract relevant and realistic meaning from day-to-day issues.

#### **NEXT GENERATION PROGRAMME**

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This initiative consists of lectures, debates and forums for individuals under the age of 40, either in leadership roles or those who represent relevant institutions.

#### **DIALOGUES ABOUT THE NATION**

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Thought leaders of national influence engage in off-the-record discussions that tackle challenges facing South Africa and look to arrive at solutions and unearth new approaches.

#### **DEAN'S DINNERS**

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The Dean of GIBS often hosts dinners with captains of industry, government, politicians and civil society to discuss a broad range of issues.

To learn more about this work or to partner for a dialogue, contact [Bridgit Gwasera](mailto:bridgit.gwasera@gibs.co.za) at [gwaseraab@gibs.co.za](mailto:gwaseraab@gibs.co.za) or on +27 (0)11 771 4000.

# Social Entrepreneurship Programme (SEP)



## OVERVIEW

The flagship programme of the GIBS Network for Social Entrepreneurs, the Social Entrepreneurship Programme (SEP), is designed to blend world-class business expertise with the complexities of social change. It is designed for leaders who are looking for the skills, tools and resources needed to build and run an effective social enterprise. Classes provide a platform for passionate debate and a space where the diverse worlds of entrepreneurs, NGOs, business and government meet.

## HOW YOU WILL BENEFIT

As an SEP delegate you will:

- Develop insights into the complex challenges of social change, financial sustainability and innovation;
- Build a deeper understanding of strategy, leadership and governance;
- Deepen your skills in finance, operations and management;
- Ensure practical application of theoretical ideas to your work; and
- Have an increased ability to devise and implement long-lasting solutions.

## WHO SHOULD ATTEND?

- Non-profit leaders;
- Social entrepreneurs;
- CSI managers;
- BB-BEE and transformation experts;
- Trustees of boards;
- Those working in sustainability;
- Development practitioners;
- Government employees; and
- Funders looking to better understand the emerging social entrepreneurship space.

## PROGRAMME METHODOLOGY

SEP is a middle-management training programme, aimed at those who want to make a difference. The course takes excellence in business thinking and applies it to the social development space.

SEP is divided into four training blocks across the following themes:

1. Creating change;
2. Sustaining change financially;
3. Sustaining change operationally; and
4. Scaling change.

Each module consists of: theory (reading and lectures); context (case studies, guest speakers, etc.) and integration (syndicate work, assignments, and projects). It is important to note that there is constant assessment on this programme and students will have to complete pre-reading, pre-block assessments and post-block assignments.

## PROGRAMME INFORMATION:

**Dates:** February – December 2016

**Frequency:** Delegates will attend four, five-day modules at the GIBS campus.

**Assessments:** Written assignments, action learning project and an integrated exam.

**Fee:** R29 500 (inclusive of tuition, learning materials, programme meals and is VAT exempt).

**Apply:** Limited spaces are filled on a rolling basis. Apply from 1 August at [www.gibs.co.za/sep](http://www.gibs.co.za/sep). This programme is highly oversubscribed and applicants are advised to apply early.

For enquiries contact **Suvera Dukhi**  
at [dukhis@gibs.co.za](mailto:dukhis@gibs.co.za)  
or on **+27 (0)11 771 4205**.



## OVERVIEW

A leadership programme for high-performing middle to senior managers who wish to amplify their impact at personal, professional and civic levels.

## HOW YOU WILL BENEFIT

At the end of this programme you will be able to:

- Work from a base of self-awareness;
- Effectively engage diverse environments;
- Understand the complex factors that influence systemic change;
- Respond effectively to complex environments;
- Identify and respond to new opportunities;
- Enact bold and effective leadership; and
- Deepen your sense of societal intelligence.

## WHO SHOULD ATTEND?

- Middle to early senior managers from corporate, social and government sectors set on creating positive professional and societal impact.

*Candidates must demonstrate willingness to engage in diverse South African communities and learning dialogue processes for effective engagement.*

## PROGRAMME METHODOLOGY

This programme combines experiential engagements, effective workplace communication technologies and small group work sessions. A series of cumulative written assignments allow delegates to integrate the learnings into workplace ready results.

Topics include:

1. Identity and diversity;
2. Effective use of dialogue in the workplace;
3. Learning from South African history;
4. Inner city discovery experience;
5. Weekend leadership retreat;
6. Understanding the present;
7. Creating new realities; and
8. Community engagement.

## PROGRAMME INFORMATION:

**Dates:** March – October 2016

**Frequency:** Delegates will meet one week day and one week night each month for the duration of the course and participate in the weekend leadership retreat.

**Assessments:** Written assignments.

**Fee:** R 30 800 (inclusive of tuition, learning materials, programme meals, transportation and is VAT exempt).

**Apply:** Limited spaces are filled on a rolling basis. Apply from 1 August at: [www.gibs.co.za/nexus](http://www.gibs.co.za/nexus).

For enquiries contact  
**Jadey Bosman** at [bosmanj@gibs.co.za](mailto:bosmanj@gibs.co.za)  
or on [+27 \(0\)11 771 4230](tel:+27(0)117714230).

# Leading Women



## OVERVIEW

A programme for women at a senior management level who are ready to undertake a significant process to improve their efficacy as authentic and effective leaders.

## HOW YOU WILL BENEFIT

At the end of the programme you will be able to:

- Apply your personalised leadership skill set with greater impact;
- Meet your professional goals with greater ease and authenticity;
- Harness the value of diverse skill sets in your team at work;
- Mentor and coach your team more effectively;
- Amplify your professional voice;
- Utilise a broader professional network; and
- Demonstrate compelling business cases to implement your workplace improvement ideas.

## WHO SHOULD ATTEND?

- High-functioning women at a middle to senior manager level.

*Candidates should have been designated as contenders for further leadership responsibility.*

## PROGRAMME METHODOLOGY

This programme focuses on practical tools that delegates can apply in real-time with the support of a tailored peer group and certified executive coach. Delegates will take part in four session types:

- 1. Leadership skills sessions**  
These workshops will equip delegates with skills that will improve their professional performance and personal efficacy. Topics include: resilience, being heard, authenticity, managing your personal brand and coaching for high-performance.
- 2. Small group coaching sessions**  
Diverse peer-mentor groups are paired with an executive coach for the duration of the programme. These small group coaching sessions provide real-time support for progress against individually defined leadership development goals.
- 3. Leadership assessment and feedback**  
This series of activities collectively garners leadership feedback from multiple sources to inform personalised continued development for each delegate.
- 4. Academic instruction**  
These sessions explore the theoretical underpinnings and empirical data that drive the business imperative of gender diversity. Understanding the research on the value gender mainstreaming brings to business results and how this type of growth can be most effective, informs the delegate of the means to support their organisation's overall improved performance.

## PROGRAMME INFORMATION:

**Dates:** February – October 2016

**Frequency:** The first module includes three full-day sessions and thereafter there is approximately one meeting per month.

**Assessments:** Written assignments.

**Fee:** R35 200 (includes tuition, course materials, programme meals, transportation and admission to related excursion and is VAT exempt).

**Apply:** Limited spaces are filled on a rolling basis. Apply from 1 August at: [www.gibs.co.za/leadingwomen](http://www.gibs.co.za/leadingwomen).

For enquiries contact **Bridgit Gwasera** at [gwaserab@gibs.co.za](mailto:gwaserab@gibs.co.za) or **+27 (0)11 771 4000**.

# Spirit of Youth



## OVERVIEW

A programme for high-school learners who are ready to sharpen their ability to build a more effective South African society.

## HOW YOU WILL BENEFIT

At the end of the programme you will be able to:

- Apply your unique leadership talents effectively;
- Assess the nature of challenges in your environment;
- Engage diverse groups with ease;
- Understand your leadership mission; and
- Make bold and courageous leadership choices in line with your personal convictions.

## WHO SHOULD ATTEND?

- Learners who demonstrate leadership in their school communities (candidates can be nominated by their school administrator).

*Applicants will be selected based on the diversity of thought, experience and vision they may contribute to the programme.*

## PROGRAMME METHODOLOGY

The programme combines dialogic enquiry and experiential learning to guide young leaders to examine their values and purpose as well as defining a leadership plan.

Topics covered include:

1. South African history and 'me';
2. My South African journey;
3. Understanding my personality profile;
4. New realities;
5. Leadership retreat (reflection and planning);
6. Making change; and
7. Effectively engaging others.

## PROGRAMME INFORMATION:

**Dates:** February – October 2016

**Frequency:** The first module includes three full-day sessions and thereafter there is approximately one meeting per month.

**Fee:** This programme is offered at no charge to delegates.

**Apply:** Limited spaces are filled on a rolling basis. Apply from 1 August at: [www.gibs.co.za/spiritofyouth](http://www.gibs.co.za/spiritofyouth).

## CAREEREXPO

The CareerExpo brings Gauteng's top-performing grade 11 and 12 learners together with universities, bursary providers and potential employers to help them plan their next steps.

To exhibit to this group of 2 300 selected learners please contact **Bridgit Gwasera** at [gwasera@gibs.co.za](mailto:gwasera@gibs.co.za) or on [+27 \(0\)11 771 4000](tel:+270117714000).

For enquiries contact **Nompumelelo Shabangu** at [shabangun@gibs.co.za](mailto:shabangun@gibs.co.za) or on [+27 \(0\)11 771 4249](tel:+270117714249).

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The University of Pretoria's Gordon Institute of Business Science (GIBS), established in 2000, is an internationally-accredited business school, based in Illovo, Sandton, South Africa's economic hub. GIBS is located at 26 Melville Road, Illovo, Sandton.