SA BUSINESS SCHOOL



STRATEGIC LEADERS DEVELOPMENT PROGRAMME

COURSE OUTLINE

UNIT STANDARD
264405; 264406; 264408; 264416; 25204

COURSE OVERVIEW

This course is intended for current and aspiring function managers, including second-level managers, who need to effectively manage human capital, communication, strategic relationships, and product or service delivery within their functions.

Lead change. Build stronger teams. Drive lasting impact.

MANAGE THE INFORMATION AND INSTITUTIONAL KNOWLEDGE WITHIN A FUNCTION
(Unit Standard 264405)

- Develop a framework for creating, sharing, capturing and protecting management information and institutional knowledge.
- Develop a processes for promoting information and knowledge management in the function.
- Evaluate the processes and practices relating to information and knowledge management.
- Develop an action plan to address gaps in information and knowledge management processes and practice.
- Implement a culture that empowers staff to seek, develop, share, utilise, protect and store knowledge assets.

MANAGE AND IMPROVE COMMUNICATION PROCESSES IN A FUNCTION
(Unit Standard 264408)

- Liaising and networking with internal and external stakeholders.
- Devising and applying a strategy to establish constructive relationships with team members in a unit.
- Devising and applying a strategy to establish constructive relationships with managers.
- Identifying and minimising personal conflict in the workplace.

APPLY THE PRINCIPLES OF ETHICS TO IMPROVE ORGANISATIONAL CULTURE
(Unit Standard 25204)

- Demonstrating understanding of the relationship between values, ethics and organisational culture and its impact on achieving goals and objectives.
- Applying the concept of corporate ethics to a unit.
- Analysing the unit in relation to the principles of corporate ethics.
- Formulating recommendations for promoting organisational values, the code of conduct and ethical practices within a unit and entity.

MANAGE RELATIONSHIPS WITH STRATEGIC PARTNERS TO IMPROVE THE PERFORMANCE OF A FUNCTION
(Unit Standard 264406)

- Identify the strategic partners and key drivers that achieve the strategy of the function.
- Evaluate the contribution of strategic partners towards the strategy of the function.
- Develop an implementation plan to enhance relationships with strategic partners.

APPRAISE, DEVELOP AND RETAIN HUMAN CAPITAL FOR A FUNCTION
(Unit Standard 264416)

- Develop a human capital plan for the nurturing and retention of staff.
- Appraise the performance of employees.
- Develop an action plan to address identified performance gaps and development needs.
- Develop an implementation plan for the action plan.

DURATION
9 DAYS

CREDITS
25 CREDITS

DELIVERY METHOD
ONLINE, BLENDED AND INSTRUCTOR-LED LEARNING