



USB
Executive Development Ltd
University of Stellenbosch Business School

A decade of excellence in business learning



Programme in Strategic Human Resources Leadership

OVERVIEW

INTRODUCTION

The Programme in Strategic Human Resources Leadership of USB Executive Development (USB-ED) aims to develop HR leaders who have the ability to add value to any organisation, in any industry, anywhere in the world.

This programme is designed around a number of business themes which South African organisations need to address, rather than traditional HR functions. Through a process of exposure to global best practice and a journey of exploration into the unknown, participants should be able to innovate and actively transform the people practices of their organisation and their impact on its performance and sustainability.

WHAT SETS THIS INTERVENTION APART?

The programme is exceptional in that it is designed to enable HR leaders to deal with the key problems facing most organisations in a volatile business environment. It has been designed in consultation with some of South Africa's leading HR directors and professionals.

INTERNATIONAL STUDY TOUR

Participants have the opportunity to partake in an optional study tour abroad, that takes place between June and July. Attending lectures at leading business schools and company visits will form part of the itinerary. The annual study tour is arranged by the USB's International Affairs Office and is usually more cost-effective than exchange study options.

WHO

WHO SHOULD ATTEND?

This programme is aimed at high potential HR leaders who are required to play a strategic role in solving the organisation's business problems. Participants should have a sound operational ability in most HR practices.

ADMISSION REQUIREMENTS

A post Grade 12 qualification with at least 4 years of experience in a senior HR role is required. The sponsoring organisation should make sure that the participant has sound HR leadership potential.

WHAT

CONTENT OVERVIEW

The programme is designed around a number of business themes which South African organisations face, rather than traditional HR functions.

This programme will be presented over three study schools, and the following themes will be covered:

- **GLOBALISATION:**
Understanding the global environment of business and the impact on organisational design and people practices; the ability to do business in different cultures; the ability to design and manage expatriate policies
- **ORGANISATIONAL STRATEGY AND DESIGN:**
Strategy in times of uncertainty – beyond scenario planning; systems thinking; new organisational designs; organisational restructuring; mergers and acquisitions; creating high-performance organisations
- **BUSINESS MANAGEMENT:**
Understanding the financial health of an organisation; building customer value; technology, information and knowledge management
- **ORGANISATIONAL DEVELOPMENT:**
Facilitating effective transformation in organisations; deep-level organisational culture and individual change; application of systems thinking
- **LEADERSHIP, GOVERNANCE AND ETHICS:**
Key global and South African leadership issues; evaluating and building organisational and individual leadership capacity; the role of HR in corporate governance; institutionalising leadership, values and ethics
- **HR STRATEGY:**
The HR environment of business; the role of HR in building intangible assets; building and aligning HR strategy and value chain with business strategy; repositioning the HR function; high-level consulting skills; shared services and outsourcing

NQF ALIGNMENT

This programme is presented on the complexity level of an NQF 9.

CERTIFICATION

On successful completion of the programme, participants will receive a certificate from the University of Stellenbosch.



| Programme in Strategic Human Resources Leadership

BENEFITS

HOW WOULD YOU BENEFIT?

After completing this programme, the successful participant will be equipped to:

- design and develop HR strategies which are aligned to the business strategy
- facilitate the resolution of complex business problems facing the organisation
- facilitate complex change and transformation of an organisation
- build leadership capacity in an organisation and institutionalise effective governance, values and ethics
- facilitate organisational redesign to implement the organisation's strategy.

WHEN & WHERE

JOHANNESBURG

1 programme

- 1st study school: 16 – 20 May 2011
- 2nd study school: 25 – 29 July 2011
- 3rd study school: 5 – 9 September 2011

Class times: 08:15-17:30

Optional international study tour

FEES

FEES

R39 900

Fees include programme fees, programme material, lunch and refreshments, and are payable before the commencement of the programme.

CANCELLATION POLICY

It is of utmost importance that USB-ED be formally notified in writing of cancellation 14 days prior to the commencement date of the programme.

A cancellation fee of 10% will be payable for cancelling fewer than 14 days prior to the commencement of the programme.

Please note that programme fees and dates are subject to change.

ENQUIRIES

CONTACT PERSON

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WE HAVE OFFICES IN CAPE TOWN AND JOHANNESBURG