

► OVERVIEW

INTRODUCTION

The Executive Human Resources Programme of USB Executive Development (USB-ED) aims to prepare HR leaders for senior and executive positions in their organisations. It is a unique, strategically focused programme that will be of enormous value to those destined for the boardroom now or in the future. The design follows consultation with the HR Executives of some of South Africa's leading organisations and incorporates cutting edge thinking and practices in South Africa and globally.

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. World class faculty and business driven action learning projects ensure participants are able to apply their learning in their world of work.

► 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 its impact on organisational design and people practices; the ability to do business within different cultures

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

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



WHEN & WHERE

JOHANNESBURG

1 programme

1st study school: 14 – 18 May 2012

2nd study school: 23 – 27 July 2012

3rd study school: 8 – 12 October 2012

Class times: 08:15-17:30

Optional international study tour

FEES

FEES

R39 950

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

ENQUIRIES

CONTACT PERSON:

Briggita Adonis

Tel: +27 (0)21 918 4285

Fax: +27 (0)21 918 4478

Email: briggita.adonis@usb-ed.com



NQF ALIGNMENT

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

► BENEFITS

HOW WILL YOU BENEFIT?

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

- provide personal leadership in their role as HR Executive
- solve complex business problems
- facilitate organisational change
- have a broad knowledge of business processes
- have a knowledge of cutting edge HR processes.

CERTIFICATION

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

INTERNATIONAL STUDY TOUR

Participants have the option of attending an international study school where they will engage with and be exposed to the practices of some of the world's leading organisations and business schools.

► FEES

FEES

R39 950

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 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, faculty and dates are subject to change.