



SHORT LEARNING PROGRAMMES IN MANAGEMENT

- New Managers Programme
- Management Development Programme
- Senior Management Development Programme
- Executive Development Programme



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YUNIVESITHI YA FREISTATA



MANAGEMENT DEVELOPMENT LEARNING PATH



New Managers Programme

- Academic level 5
- 6 months



Management Development Programme

- Academic level 6
- 7 months



Senior Management Development Programme

- Academic level 7
- 10 months



Executive Development Programme

- Academic level 8
- 6 months



RECOGNITION OF PRIOR
LEARNING TO BACHELOR
OF MANAGEMENT
LEADERSHIP



RECOGNITION OF PRIOR
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NEW MANAGERS PROGRAMME

OBJECTIVES OF THE PROGRAMME

This programme is designed to introduce entry-level managers to the fundamentals of management and leadership. It develops basic knowledge and competencies of individuals that are new to a managerial work situation. The programme covers introductory management and leadership roles, theory, and principles, as well as develops fundamental knowledge of managerial and leadership tasks, such as self-leadership, business and academic skills, digital skills, general management, entrepreneurship and innovation. The programme has a specific focus on the development of an individual's ability to understand the dynamics of management and leadership, as well as how to develop self-management techniques and understand oneself in relation to others in the business environment.

PROGRAMME OUTLINE

- **Self-leadership**
The importance of understanding personality in personal and professional life
- **Business and academic skills**
Academic reading and writing skills and challenges and pitfalls in business writing
- **Digital skills**
The concept of digitisation and its implications in various industries
- **General Management**
An introduction to the four functions of management, namely planning, organising, activation and control
- **Entrepreneurship**
The importance and scope of entrepreneurship in South Africa
- **Innovation**
Adopting an innovative mindset
- **Reflection on learning and integration with career path**
Reflecting on learning for SLP integration of learning with personal goals



WHO SHOULD APPLY?

Potential and existing supervisors/team leaders in any organisation.



ENTRY REQUIREMENTS

The applicant should:

- Be at least 22 years old
- Have at least grade 10
- Have at least 2 years of workplace experience
- Submit a manager/supervisor recommendation
- Submit a short application letter, expressing the desire to enrol for the SLP



MODE OF DELIVERY

- Public intakes: Online
- In-house intakes: Face-to-Face or Online



DURATION

- Approximately 6 months
- Supplemented with virtual contact sessions



RESOURCES

- All resources and study material will be available on the learner management system upon registration of the programme
- Participants need to have access to a laptop or desktop computer and secure internet connection
- All virtual sessions will be presented on the learner management system, unless otherwise communicated



ENDORSEMENT

- After the successful completion of the programme, a participant will receive a certificate issued and endorsed by the UFS
- All short learning programmes can be customised and offered on an in-house basis
- Academic level: 5
- Learning hours: 300 hours

MANAGEMENT DEVELOPMENT PROGRAMME

OBJECTIVES OF THE PROGRAMME

The purpose of the Management Development Programme is to enhance the skills, knowledge, and capabilities of individuals in leadership and managerial roles within an organisation. The programme is specifically designed to prepare managers to effectively improve on their current responsibilities, drive organisational success, and contribute to achieving the strategic objectives of the organisation.

PROGRAMME OUTLINE

- **Personal leadership**
Analyse your own stressors, strains and outcomes of stress
- **Interpersonal leadership**
Effective verbal, non-verbal, and written communication skills
- **Personal financial management**
The process of making personal financial decisions
- **Marketing**
Introduction to marketing management and all aspects of the marketing process
- **Information technology and data management**
Data governance and its role in ensuring data quality, privacy, and compliance
- **Reflection on learning and integration with career path**
Reflecting on learning for SLP integration of learning with personal goals



WHO SHOULD APPLY?

The programme is aimed at middle managers, new managers earmarked for middle management positions.



ENTRY REQUIREMENTS

The applicant should:

- Be at least 23 years old
- Have at least grade 10
- Have at least 3 years of workplace responsibilities
- Submit a manager/supervisor recommendation
- Submit a short application letter, expressing the desire to enroll for the SLP



MODE OF DELIVERY

- Public intakes: Online
- In-house intakes: Face-to-Face or Online



DURATION

- Approximately 7 months
- Supplemented with virtual contact sessions



RESOURCES

- All resources and study material will be available on the learner management system upon registration of the programme
- Participants need to have access to a laptop or desktop computer and secure internet connection
- All virtual sessions will be presented on the learner management system, unless otherwise communicated



ENDORSEMENT

- After the successful completion of the programme, a participant will receive a certificate issued and endorsed by the UFS
- Recognition to predefined formal programmes is available through Recognition of Prior Learning (RPL)
- All short learning programmes can be customised and offered on an in-house basis
- Academic level: 6
- Learning hours: 400 hours

SENIOR MANAGEMENT DEVELOPMENT PROGRAMME

OBJECTIVES OF THE PROGRAMME

The main purpose of the programme is to assist participants with the development of leadership capacity and to transition into senior managerial roles. The programme also aims to address and develop relevant business environment skills and knowledge, such as leading a team, economics, financial management, design thinking and analytical skills.

PROGRAMME OUTLINE

- **Leading a team**
 Understanding effective teamwork and exploring the characteristics of high-performing teams
- **Introduction to economics**
 Introduction to key concepts in micro- and macro-economics
- **Fundamental financial accounting**
 Understanding cost/expense terminology, integrating accounting for material, personnel, manufacturing and financially-based decision making
- **Design thinking**
 Reframing problems to uncover underlying needs and opportunities
- **Reflection on learning and integration with career path**
 Reflecting on learning for SLP integration of learning with personal goals



WHO SHOULD APPLY?

Employees that are earmarked for senior roles in the organisation or those who are currently in such roles, but with the need to broaden their skillset. The programme is also aimed at participants who are currently in senior management positions and earmarked for executive management roles.



ENTRY REQUIREMENTS

The applicant should:

- Be at least 24 years old
- Have at least grade 10
- Have at least 3 years of managerial experience
- Submit a manager/supervisor recommendation
- Submit a short application letter, expressing the desire to enroll for the SLP



MODE OF DELIVERY

- Public intakes: Online
- In-house intakes: Face-to-Face or Online



DURATION

- Approximately 10 months
- Supplemented with virtual contact sessions



RESOURCES

- All resources and study material will be available on the learner management system upon registration of the programme
- Participants need to have access to a laptop or desktop computer and secure internet connection
- All virtual sessions will be presented on the learner management system, unless otherwise communicated



ENDORSEMENT

- After the successful completion of the programme, a participant will receive a certificate issued and endorsed by the UFS
- Recognition to predefined formal programmes is available through Recognition of Prior Learning (RPL)
- All short learning programmes can be customised and offered on an in-house basis
- Academic level: 7
- Learning hours: 500 hours

EXECUTIVE DEVELOPMENT PROGRAMME

OBJECTIVES OF THE PROGRAMME

To develop future-fit, strategic leaders capable of steering organisations through complexity by enhancing financial acumen, strategic communication, global awareness, and stakeholder engagement.

PROGRAMME OUTLINE

- **Systems Thinking and Complexity Management**
Core concepts of systems thinking and complexity
Interconnections and decision-making
Managing change and uncertainty
- **Foresight Finance**
Financial fluency for non-financial managers
Strategic financial decision-making
Financial sustainability and growth models
Turnaround strategies and change management
- **Strategic Communication**
Strategic models
Governance, risk and compliance
Reviewing business models
Strategic communication and cascading strategy for the business
- **Global Shift Drivers**
AI and other technologies
Climate change effect and green energy (natural environment) (one health approach)
Understanding Political landscapes
Legal Environment
- **Shared Value**
Strategic Partnerships
Stakeholder Management
Community Development
Corporate Communication and Branding
- **Leadership**
Leading self: Leadership in an Agile World
Leading Others: Building Inclusive, Self-Lead and Human-Centred Teams
Leading Systems: Influencing Change through a Neurosystems Lens



WHO SHOULD APPLY

Employees earmarked for executive roles in the organisation or those who are currently in such roles, but with the need to broaden their skillset.



ENTRY REQUIREMENTS

The applicant should:

- Have at least grade 12
- Have at least 5 years of executive level experience or a recommendation from an executive, if earmarked for such a position



MODE OF DELIVERY

- Public intakes: Blended mode of delivery
- In-house intakes: Blended mode of delivery



DURATION

- 6 months
- Supplemented with virtual and face-to-face contact sessions



RESOURCES

- All resources and study material will be available on the learner management system upon registration of the programme
- Participants need to have access to a laptop or desktop computer and secure internet connection
- All virtual sessions will be presented on the learner management system, unless otherwise communicated



ENDORSEMENT

- After the successful completion of the programme, a participant will receive a certificate issued and endorsed by the UFS
- All short learning programmes can be customised and offered on an in-house basis
- Academic level: 8
- Learning hours: 150 hours

ENQUIRIES

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