

ATTAIN
HONE
THE
KNOWLEDGE.
SKILLS.

THIS IS LEARNING, REIMAGINED.

EXECUTIVE EDUCATION
CUSTOMISED PROGRAMMES

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www.gsb.uct.ac.za/customised



Graduate School
of **BUSINESS**
UNIVERSITY OF CAPE TOWN

Executive Education at the UCT GSB is rated and respected internationally for the style and calibre of its leadership and management development programmes. We work directly with organisations to design and deliver high-impact learning solutions that are customised to meet particular business and industry challenges. We help clients to think through the problems they face and co-create the best learning solution that is aligned with their strategic goals. The aim is to develop skilled, agile and resilient leaders who are empowered to generate positive business outcomes.

Programmes can be adapted from existing short courses for continuing professional development, draw on our accredited academic programmes, or be designed from the ground up. All of our customised programmes can be delivered anywhere in the world – depending on the client's preference and needs. We work with all types and sizes of organisations in a variety of sectors and have decades of experience in delivering executive education for corporations, government and civil society organisations.



**MAKE IT
YOUR
OWN!**



The GSB understands that a training intervention needs to make a significant impact on people's performance and the bottom line.



1

DISCOVERY



We listen to your needs to gain a full understanding of your organisation's business context and learning goals.



Deliverables are defined and learning options are reviewed.



We will assign a dedicated development team to work with you for the duration of the process.

DIAGNOSIS



We conduct further research to gather stakeholder input and delve into the specific organisational challenges to be addressed.



We will examine your business from a variety of perspectives and review key capability requirements.



We discuss our findings and recommendations with you.

3

DESIGN & DEVELOPMENT



We work closely with you to co-design your programme.



We define clear learning outcomes that are aligned to your business strategy, and establish a best practice methodology in order to achieve them.



We create the perfect balance between theoretical and applied learning, and incorporate real-world challenges that relate learning back to your business context so that your people emerge with greater business savvy.



We include various learning methods, from action-learning, coaching, case studies to simulations to reinforce relevance.

2

DELIVERY

4



Your programme will be a major learning, and un-learning, experience that provides participants with an opportunity to update their knowledge, acquire additional skills and gain an understanding of what it takes to do business in an increasingly complex emerging market.



Knowledgeable experts will present and facilitate your programme. The GSB has the largest full-time faculty in Africa, and many of our academics are globally recognised. In addition, we have access to a wide network of experienced practitioners, UCT faculty experts and guest speakers to bring your content alive. We work with our clients existing suppliers and partner with our international network of business schools as required.



Skilled learning integrators help delegates navigate the programme road-map to ensure the clients desired learning outcomes are achieved.



Methods of instruction include: lectures and case studies; business simulations; syndicate group discussions on various assignments and an on-going interchange of ideas with faculty and other participants, which develops a useful future network.



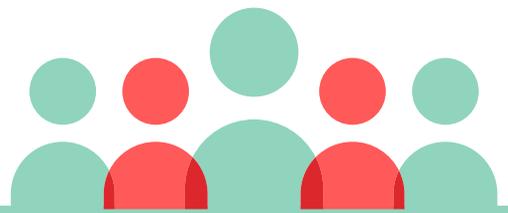
You can choose the place of delivery that works best for you – your programme can take place at the GSB's world-class Waterfront campus in Cape Town, our new Sandton Campus in Johannesburg, in-house, or on location at a site of your choice. We are equipped to deliver off-site and our footprint extends around the world.

5

EVALUATION



Each aspect of our programmes is evaluated and analysed on an ongoing basis. Our highly engaged team is focussed on delivering the B.E.S.T. (Better Every Single Time) client experience. Through this ongoing process of co-creation and client engagement we identify strengths, potential refinements and opportunities for on-going improvements thus increasing client return on investment.

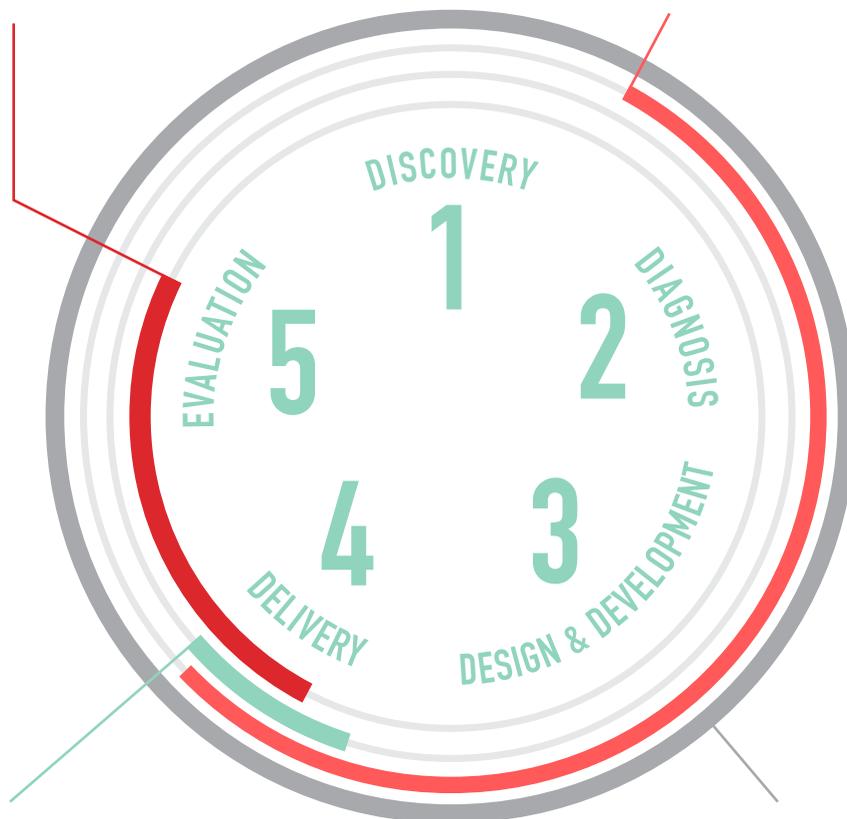


A DEDICATED TEAM TO SUPPORT YOU AT EVERY STEP

From inception to delivery and follow-up, clients work in partnership with a dedicated team of programme managers and faculty at the GSB. Programmes are essentially co-created – adding to the richness and relevance of an intervention customised for each client's specific business requirements.

The Programme Manager is responsible for project management and delivery of a successful client and delegate experience whether on campus or further afield.

Our world-class faculty of thought leaders with applied research expertise, will bring their skills to the classroom and employ action-learning techniques to make knowledge relevant to business challenges.



The Course Convenor is responsible for programme design, development and facilitation. They will establish programme goals and lead a collaborative process to develop an effective learning solution.

A Business Developer acts as your strategic learning partner and main point of contact. They will conduct an initial needs assessment, recommend next steps and assemble an appropriate team to design and deliver the programme.

We will help you to think through the problems that you face and design the best solution for your needs.

**We work
closely with you**

to ensure that your programme is precisely focused and aligned to your strategic goals.

WHY THE GSB?

Partner with excellence

The GSB has earned international recognition for academic excellence over many years. It is one of just three business schools in Africa to have the prestigious triple-crown accreditation and is endorsed by the three leading global accreditation bodies (EQUIS, AACSB and AMBA). In addition, its Customised Programmes are ranked in the top 100 globally by the Financial Times. Clients are assured of programme content and delivery that meet the highest international standards.

Five decades of experience

The GSB is able to work with all types and sizes of organisations in a variety of sectors. We have substantial experience in delivering executive education for corporations, government, and civil society. We will draw on the considerable resources of the GSB to custom-make a programme that meets your specific needs.

Flexible delivery

Programme can be delivered anywhere in the world depending on what suits the client's needs.

“There are brilliant programmes out there on paper. They are glossy and great, but you may not get the results you need if you do not do it in partnership. **That’s the difference – that’s what makes it powerful.**”

*- Natasja Muller, Training and Development Manager
at Anglo Gold Ashanti*

WALKING THE JOURNEY TOGETHER: CLIENT STORY

The client: Anglo Gold Ashanti

The challenge: To address very specific leadership gaps identified, through a programme to guide individual performance, develop leadership and reshape organisational culture.

The solution: After extensive consultation, a tailored leadership development programme was developed. “The GSB came up with something that was quite out of the box,” says Natasja Muller, Training and Development Manager at Anglo Gold Ashanti. The programme first worked with self-awareness at an individual level, and gradually built up to changing organisational culture step-by-step. It incorporated time for reflection and assignments. It retained what Muller describes as a “golden thread” throughout, “for instance, we focus very strongly on safety in the mining industry, and we also have certain organisational models woven into the programme.”

The outcome: “The programme gave us excellent results, it gained momentum and expanded into team-work sessions, and to how we handle challenges. It was radically different from what we had, and really spot-on,” says Muller.

Tangible benefits included:

- Improved client relationships
- Positive feedback in annual reviews
- Improved emotional intelligence assessments
- Demonstrable positive changes in how staff and teams interact.

THE VERDICT

The GSB's customised programmes deliver powerful results, which permeate throughout the client's organisation.

The GSB is proud to work with the following clients:

Public Sector



Attorneys
Fidelity Fund
South Africa



CITY OF CAPE TOWN
ISIXEKO SASEKAPA
STAD KAAPSTAD

NAMWATER
Namibia Water Corporation Ltd

Private Sector



FIRSTRAND



ABENGOA



Nestlé



Partner with the GSB to co-create your own high impact training solution that will bring tangible results to your organisation. Develop and empower your people to respond to the particular challenges they face.

Executive Education Customised Programmes at the GSB can be accredited academic programmes or short courses for professional development. We work with all types and sizes of businesses and can find a specific learning solution to suit your organisation, and deliver it anywhere in the world.

THIS IS LEARNING, REIMAGINED.

To find out more about our world-class academic programmes, executive education short courses and how we can customise programmes to suit your organisations training needs, contact:

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