

## **W&RSETA INTERNATIONAL LEADERSHIP DEVELOPMENT PROGRAMME (ILDP)**

### **ILDP OVERVIEW AND SELECTION GUIDELINES 2022/23**

#### **1. PURPOSE OF THE ILDP**

The W&RSETA's International Leadership Development programme (ILDP) is designed to develop future leaders of the Wholesale and Retail Sector in South Africa. This fully funded programme exposes recognised high potential leaders from the W&RSETA's constituent companies to global retail best practice, leading faculty on the functional areas of business and specially crafted engagements and experiences. Delegates are required to apply their learnings to identified sectoral challenges in the domestic retail sector in support of the W&RSETA's goal to foster economic development and job creation. The programme also builds a network of empowered executives that can leverage each other's experiences to the betterment of their own companies' strategic and operational sustainability.

Delegates are nominated onto this executive development programmes accordingly with their respective companies' talent development and management processes. Acceptance to the programme is subject to the formal selection process and confirmation by the appointed university/business school and the W&RSETA.

As an accredited programme which incorporates local and international in-market immersions, the ILDP is immensely assessed. Delegates require the commitment of personal time as well as time away from home and office whilst on the programme. A significant amount of time will also be devoted to after-hours syndicate work.

#### **2. PROGRAMME OVERVIEW**

The prestigious ILDP exposes recognised high potential leaders from historically disadvantaged groups to wholesale and retail best practice both locally and internationally, leading faculty on the functional areas of business and specially crafted engagements and experiences. During the programme, delegates are immersed in in-market experiences to accelerate their business insights and learn directly from global business leaders.

The ILDP cultivates not only personal and professional development, but also creates opportunities for participants to function more effectively in a team.

This programme has been specifically designed for the W&RSETA to meet the needs of the Wholesale and Retail Sector and combines academic rigour and practical implementation.

### 3. OBJECTIVES OF THE PROGRAMME

- 3.1. Increase the talent pipeline of highly promotable leaders.
- 3.2. Create cohesiveness in the sector which will address the problem of other sectors poaching key people.
- 3.3. Create “champions” for the sector through highly visible, successful young leaders who can influence other leaders and young people.
- 3.4. Progress thinking on key industry topics by engaging a broader group of stakeholders through the means of industry challenges that must be solved by delegates.
- 3.5. Create awareness of the South African Wholesale and Retail Sector internationally and potentially create business opportunities.

### 4. PROGRAMME METHODOLOGY

Since the inception of the programme, the ILDP comprises of six overarching components:

- 4.1. **A group of high-impact, cross-industry high potential leaders** working together.
- 4.2. **Foundational competencies.** Personal and team competency such as critical thinking, personal mastery, effective communication, group dynamics and team effectiveness as well as industry and business knowledge such as supply chain management and innovation.
- 4.3. **A complex and urgent business or industry challenge** which participants research and investigate throughout the process in syndicate teams. This hones their critical thinking and team effectiveness skills as well as cultivating an external perspective. Findings and recommendations of this action learning project are presented to a senior industry panel at the programme conclusion.
- 4.4. **In-market learning.** Meetings with external stakeholders/industry experts to promote outside-in thinking and progress business challenge recommendations in both South Africa and abroad.

- 4.5. **Structured reflection and knowledge capture.** Embedded in the programme are regular reflection sessions as a cohort and in smaller groups as well as a structured effort to capture the collective knowledge gained from the programme.
- 4.6. **Personal assessments and action coaching.** The ILDP uses assessment tools and action learning coaching to ensure delegates are optimising their personal insights and development.

## 5. 2022/23 INTERNATIONAL LEADERSHIP DEVELOPMENT PROGRAMMES

The W&RSETA will register 60 delegates for the 2022/23 ILDP which will be offered as an NQF level 8 post-graduate academic programme customised to the Wholesale and Retail Sector.

### 5.1.1 HIGH LEVEL IMPLEMENTATION PLAN

ACTION	ACTIVITIES	RESPONSIBLE	TIMELINE
<b>Nomination and Application for candidates</b>	Nomination and Application	GIBS and W&RSETA	16 November 2022
<b>Delegates interviews</b>	Interview of delegates to enter the programme	GIBS	16 – 20 January 2023
<b>Registration</b>	Registration of Candidates to GIBS System	GIBS	25 January 2023
	Registration of Candidates to W&RSETA system	W&RSETA	10 February 2023
<b>Orientation (Online)</b>	Orientation on the programme	GIBS	31 January 2023
<b>Commencement of the ILDP</b>	<ul style="list-style-type: none"> <li>Conduct induction and introduction of programme</li> <li>Launch programme</li> <li>Orientation and foundation module</li> </ul>	GIBS	31-Jan-2023

## 6. PROGRAMME STRUCTURE

The last ILDP (2022/23) consisted of Six (6) local study blocks and an international tour. The Steering Committee will be required to determine the international destinations for the in-market immersions (study tours) for the 2022/23 programme.

The academic programme will be implemented in modular intervals from January 2023 to March 2024 with local study blocks of 3 to 5 days as well as a three-week international immersion.

## **7. PROGRAMME CONTENT**

The academic programme should comprise of, but not limited to the following areas:

- Financial Accounting
- Management Accounting
- Human Resources Strategy
- Organisational Behaviour
- Marketing
- Economics: Prices and Markets
- Strategy in a digital age
- Operations Management
- Foundations of Research
- Ethics and Sustainability
- Macroeconomics
- International in-market immersions, exposure to best practice through visiting leading wholesalers and retailers on the international study block
- Applied Business Projects

## **8. DELEGATE SELECTION CRITERIA**

W&RSETA registered companies will identify and nominate high potential candidates who are currently in senior management and have been earmarked for appointed to executive management within 2 to 3 years. Requirements and documentation will be determined by the appointed university/business school. Companies will be required to submit a letter to commit the delegate(s) to participate and complete the programme.

## **LIABILITY TO NOMINATING COMPANIES/EMPLOYERS AND CANDIDATES.**

Delegating companies and employers commit to take full responsibility of the project cost and refund the W&RSETA should a candidate drop-out of the programme. Candidates may utilize the academic process of GIBS to defer or request extension on the programme that to drop-out, however all cost associated for the deferral will be borne by the candidates.

All delegates will be required to complete the programme and once the programme is completed the liability to the nominating employer and delegate cease and is no longer applicable.

### **8.1. General guidelines for nomination**

Final nomination on the programme does not guarantee selection onto the programme. The selection committee comprising of members from the appointed University, the W&RSETA and the ILDP Steering Committee will finalize the list of successful delegates:

This development opportunity should meet skills needs identified in the candidate's personal development plan; as well as be applicable to the business need. Selection for attendance on this programme will be a confirmation that the individual is to be developed for accelerated promotion within the company and that their development is being actively managed by the employer.

### **8.2. Commitment requirements from successful participants?**

Each participant will be expected to:

- 8.3. Fully participate in all programme activities (dates will be provided for diaries to be scheduled accordingly). None of the elements are optional.
- 8.4. Fully participate in the in-residence component. Due to the workload, participants will be expected to stay over at the local business school accommodation.
- 8.5. Work in a syndicate to scope the research to be undertaken both locally and internationally. Attend and participate in meetings related to the research and deliver the research paper and presentation in the format prescribed by the business school.
- 8.6. Have valid passports.
- 8.7. Plan for and undertake local research into the business case topic allocated, crafted by the syndicate, before departure to the host country.
- 8.8. Participate in social and business functions as an ambassador for South Africa, the South African Wholesale and Retail Sector and W&RSETA. Professional conduct is always expected during the programme.
- 8.9. Complete, within the agreed timeframes, all assignments required by the programme both in South Africa and internationally.
- 8.10. Complete evaluation forms and contribute to feedback sessions throughout the programme.
- 8.11. Formally present the business case to a panel of senior executives in both the host country and South Africa.
- 8.12. Be fully vaccinated with boosters (for travel purposes)

## **9. REPORTING TO THE STEERING COMMITTEE**

- 9.1. Reports on implementation of the project plan will be provided to the Steering Committee Quarterly. Meetings of the committee will be convened to review progress and make decisions relevant to the implementation of the programme.