



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



### 2024-25 ILDP OVERVIEW AND SELECTION GUIDELINES

#### 1. PURPOSE OF THE ILDP

The W&RSETA's International Leadership Development programme (ILDP) is in its 13th years of impactful implementation as the preferred executive development programme for the Wholesale and Retail Sector. The ILDP was designed to accelerate the ascend to senior and executive leadership echelons by high potential individuals. It is the W&RSETA's contribution to transformation in the sector. The programme exposes identified high potential leaders from the W&RSETA's companies to global retail cutting edge practices, top leaders and 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 programme accordingly with their respective companies' talent development and management strategies. Acceptance to the programme is subject to the formal selection process and confirmation by the institution delivery partner 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 work whilst on the programme. A significant amount of time will also be devoted to after-hours syndicate work.

#### 2. OBJECTIVES OF THE PROGRAMME

- 2.1 Increase the talent pipeline of highly promotable leaders.
- 2.2 Create cohesiveness in the sector which will address the problem of other sectors poaching key people.
- 2.3 Create "champions" for the sector through highly visible, successful young leaders who can influence other leaders and young people.
- 2.4 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.
- 2.5 Create awareness of the South African Wholesale and Retail Sector internationally and potentially create business opportunities.

### 3. PROGRAMME METHODOLOGY

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

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

- 3.1. A **group of high-impact, cross-industry high potential leaders** working together.
- 3.2. **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.
- 3.3. **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.
- 3.4. **In-market learning.** Engagements with external stakeholders/industry experts to promote outside-in thinking and progress business challenge recommendations in both South Africa and abroad.
- 3.5. **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.
- 3.6. **Personal assessments and action coaching.** The ILDP uses assessment tools and action learning coaching to ensure delegates are optimising their personal insights and development.

### 4. 2024/25 INTERNATIONAL LEADERSHIP DEVELOPMENT PROGRAMMES

The W&RSETA will select and register 60 delegates for the 2024/25 ILDP which will be offered as a retail customised programme as follows:

- NQF level 7 Advanced Diploma in Management Development (senior managers)
- NQF level 8 Postgraduate Diploma in Management Practice (senior managers)
- NQF level 8 International Executive Development Programme (executive managers)

#### 4.1 HIGH LEVEL PROJECT TIMELINES

PROCESS	ACTIVITIES	TIMELINE
Candidate nomination and application	Nomination by eligible companies	16 September to 25 October 2024
Candidate interviews	Interviews for selection of delegates	25-29 November 2024
Application and Registration	Registration of delegates by the institution	10 February 2025
Orientation (Online)	Programme orientation	7 February 2025
Commencement of the ILDP	Programme launch	May/June 2025

The ILDP consists of local study blocks, one week immersion to an African country and two consecutive weeks in international countries (developing and developed economies). The immersion countries will be communicated on commencement of the programme.

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



## 5. PROGRAMME CONTENT

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

- 5.1 Macro economics
- 5.2 Strategic leadership in changing times
- 5.3 Personal mastery
- 5.4 Communication and group dynamics
- 5.5 Supply chain management and innovation
- 5.6 Strategic marketing
- 5.7 Finance
- 5.8 International in-market immersions, exposure to best practice through visiting leading wholesalers and retailers on the international study block
- 5.9 Action Learning Business Projects

## 6. 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. Academic requirements are set out by the appointed institutions. Candidates who meet minimum requirements will be undergo a panel interview for final selection.

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

- Nominating companies will be required to enter into a contract committing to take full responsibility of the programme cost and refund the W&RSETA should a delegate be withdrawn from the programme for operational or personal reasons.
- The appointed institution will provide the necessary support to delegates to ensure that they complete the programme including the academic process to defer or extend the programme.
- All delegates will be required to complete all modules and programme requirements in full.

### 6.1 General Guidelines for Nomination

- Nomination for the programme does not guarantee selection onto the ILDP. The selection committee comprising of members from the W&RSETA, ILDP Steering Committee and the appointed institution will finalise the list of successful delegates.
- This programme should be aligned with the candidate's personal development plan; as well the company's business needs. Selection to the ILDP is deemed as a commitment from the company to the candidate's development for accelerated promotion within the company and that their development is being actively managed by the employer.

### 6.2 Commitment Requirements from Successful Candidates

Each delegate will be expected to:

- 6.2.1 Fully participate in all programme activities (programme schedule will be provided before the interviews). None of the elements are optional.
- 6.2.2 Fully participate in the in-residence component as determined by the institution.

- 6.2.3 Possess a valid passport or can obtain one on acceptance to the programme.
- 6.2.4 Plan for and undertake local research into the business case topic allocated, crafted by the syndicate.
- 6.2.5 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.
- 6.2.6 Complete, within the agreed timeframes, all assignments required by the programme both in South Africa and internationally.
- 6.2.7 Complete evaluation forms and contribute to feedback sessions throughout the programme.
- 6.2.8 Formally present the business case to a panel of senior executives in both the host country and South Africa.

## 7. FUNDING

The W&RSETA will fund the full cost of the following:

- Tuition
- Local air and ground travel, accommodation and catering for physical modules
- Air and ground travel, and accommodation for immersions
- Travel insurance

## ILDP – “Leadership Reimagined”

