



Leadership development

The aim of leadership development is to facilitate a changed mindset of leaders for optimal performance.

The focus is to build on the current leadership skills of the Western Cape Education Department's (WCED's) senior and middle management services officials and to continuously develop these skills.



Leaders need to be agile thinkers, produce flexible solutions, lead people and be adaptable in an ever-changing work environment.

Three pillars form the cornerstone of the WCED's leadership development strategy, viz. leading others, leading yourself and future-focused leaders.

Leading others

Equip managers to lead their teams towards a common goal in the interest of the organisation. This pillar captures the essentials of being able to inspire others and being prepared to do so yourself.

Development opportunities identified are:

- *Time to think*
- *Management of performance and incapacity*
- *Coaching skills for line managers*
- *Working effectively in teams*
- *Conversations about values*

Leading yourself

This is the ability to consciously influence your own thoughts and behaviour in order to achieve your personal goals and organisational objectives.

Development opportunities identified are:

- *Ethos leadership*
- *Coaching*
- *Dealing with diversity in the workplace*
- *Developing emotional intelligence*
- *Building resilience*
- *Adapting to change*

Future-focused leaders

Future-focused leaders anticipate changes in regulations, technology, and customer demands, and they work hard to meet these challenges head-on.

Development opportunities identified are:

- *Seminars*
- *Conferences*
- *Power talks and webinars*



Management development

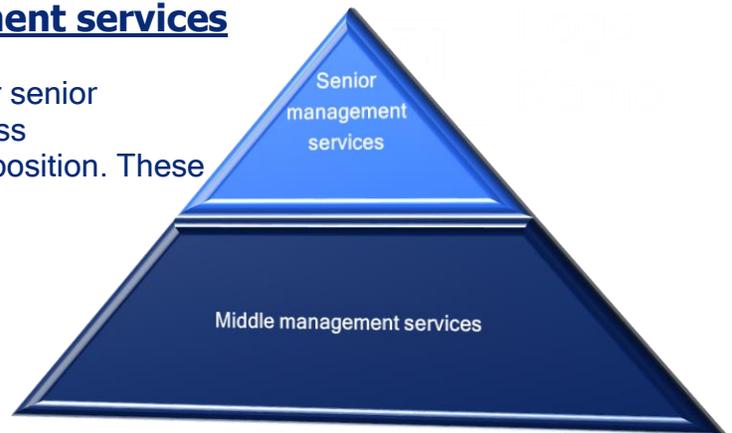
The management development programme in the WCED is designed to build capacity of officials within the senior management services based on a competency profile.

This programme also focuses on the development of officials in middle management with a suitable competency profile and the strategic role they play in realising the strategic objectives of the department.

Core competencies for senior management services

The WCED has identified five core competencies for senior management services officials, apart from the process competencies, in order to optimally function in their position. These competencies are:

- Strategic capability and leadership
- People management and empowerment
- Programme and project management
- Financial management
- Change management



Middle management services

The following core topics for training has been identified for middle management services officials in order to align the middle management services competencies framework to the senior management services core competencies:

- Strategising and conceptualising
- Analysing, interpreting and presenting data and concepts
- Managing, leading, team leadership and empowering people
- Financial management
- Change management/diversity management
- Organising, planning and executing projects

Management and leadership profile

The Directorate: Strategic People Management will be building and maintaining a competency profile of all officials that will be readily available.