



Transport Education Training Authority
Driven by Vision

IEDP for WOMEN

BACKGROUND AND PROGRAMME OVERVIEW

Transport Education Training Authority (TETA) was established in terms of the Skills Development Act of (1998). TETA is committed to the facilitation of skills development in the transport sector and to ensure that South Africa has a pool of highly skilled, competitive and competent people trained in the various facets of the transport sector (Rail, Aerospace, Maritime, Road Freight, Road Passenger, Taxi, Freight Handling and Forwarding & Clearing). Core to the mandate of TETA is to address the country's skills shortage and demand for scarce and critical skills.

The International Executive Leadership Programme for women (IEDPW) is a fully customised, non-accredited program, pitched at NQF9 level. The programme is aimed at Female Senior Managers and Executives in the Transport industry and will run for a period of twelve (12) months. It is aimed at equipping participants with integrated strategic management and leadership skills for aligning current business practices to global standards for increased competitiveness of the sector. Further, the programme aims to accelerate the development of female senior managers, drawn from historically disadvantaged groups and it will be open to those senior managers in the transport sector earmarked for executive management positions within their organizations. Please note that we run a rigorous selection process and only a maximum of 15 delegates will be selected to attend the programme.

The IEDP FOR WOMEN is developed to suit the needs of the transport sector ensuring equity in the workplace. It not only cultivate personal and professional development, but also creates opportunities for participants to function more effectively in a team. The programme promotes the development of network of empowered executives that can leverage each other's experience to the betterment of their own organizations strategic and operational sustainability. It combines academic rigor and practical implementation.

The delegates will visit and interact with some of the most successful local and global institutes and companies. Delegates will attend a course delivered by a local Business School/ Higher Learning institution as well as interact with some of the leading global institutions and companies. They will explore the secrets of success for the developing and developed countries by engaging with successful leaders from leading institutions and companies. The programme involves a visit to two countries; a developing country similar to South Africa that has advanced economically and socially and a visit to a developed country.

OBJECTIVES

IEDP for Women is aimed at developing senior Managers and Executives in the transport sector. The objectives are as follows:

- 1.1 To enhance delegates' ability and capacity to manage complexity and change;
- 1.2 To explore cutting edge technology, best practice and global trends in leadership, innovation, and operations management from leading global economies;
- 1.3 To develop local and international relationships and have an opportunity to interact with leading local and international companies;
- 1.4 To cultivate personal and professional development;
- 1.5 To create "Champions" for the sector;
- 1.6 To create awareness of the South African transport sectors internationally and potentially create business opportunities;
- 1.7 To broaden the awareness and understanding of management in an emerging market;
- 1.8 To develop an understanding of Reputation and the ability to manage the concept in organizations; and
- 1.9 To allow participants to apply their learning to identified challenges in the transport sector and to support TETA's goal to foster economic development and job creation.

MINIMUM ENTRY REQUIREMENTS

For nomination to the IEDP for Women which is a programme pitched at NQF level 09 but not formal qualification, the candidate should meet the following minimum requirements:

- be currently in a senior management position with the potential to be appointed to executive position within 2-3 years, with evidence to suggest such (i.e. earmarked for promotion to an executive role)
 - An involvement in strategic planning and decision-making. The objectives and effects of which are measured outside of standard operational activities.
 - have a commensurate area of responsibility including managing a function of a business, multiple high level/important projects, or an area of work that delivers on the strategy of the organisation - must be responsible for delivery on key performance outcomes with budgetary and resource allocation independence,
 - have a direct impact on the achievement of meeting financial targets and the strategic objectives of the organisation and manage a large staff complement,
 - demonstrate the ability to apply management and leadership learning back in the workplace as determined by the admissions panel,
 - A responsibility for developing and improving the performance of people, innovation, creative output, processes or technology whether for internal or external application.
 - have a relevant qualification/training, a 3-year Bachelor's degree/National Diploma/ NQF6 (up to NQF8 is recommended), and at least 10 years work experience, of which 6 years should be at management level
 - with only a Grade 12/NQF4, must have 10 years senior management experience, demonstrated developed capabilities in the areas of strategy, finance, marketing/sales, operations, leadership and people management, and completed various short courses/ competency-based programmes.
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