



**THE HERS-SA ACADEMY – Leadership Stepped Up**  
 Sunday 3<sup>th</sup> to Thursday 7<sup>th</sup> September 2017  
 Double Tree by Hilton, Upper Eastside, Woodstock, Cape Town, South Africa

**DRAFT PROGRAMME**

<b>SUNDAY</b> <b>3rd September</b>  <b>Insights Discovery Exercise: Understanding Leadership Competencies in the Room – Empowering or Swallowing Others</b>	13h00 – 14h55	<b>Registration</b>
	15h00 - 15h15	<b>Opening &amp; Welcome</b> <b>Programme Director: HERS-SA –Ms Firoza Patel</b> (Be seated at Blue Group tables) Blue Group Introductions
	15h15 - 16h30	<b>Snakes and Ladders: Toxic Leadership Behaviour Higher Education – Insight Discovery</b> Dr Tessie Herbst Registered Psychologist (HPCSA) and Master HR Professional (SABPP) Management and Leadership Development Human Resources and Transformation Tshwane University of Technology
	16h30 - 17h15	<b>Group Report back</b>
	17h15 - 19h00	<b>Dinner and Networking - Piazza</b> (Be seated at green group tables)
<b>MONDAY</b> <b>4<sup>th</sup> September</b>  <b>Building Leadership Competencies – Stepping Up to Empower self and others</b>	8h30-9h30	<b>Snakes and Ladders: Toxic Leadership Behaviour Higher Education</b> Dr Tessie Herbst Registered Psychologist (HPCSA) and Master HR Professional (SABPP) Management and Leadership Development Human Resources and Transformation Tshwane University of Technology
	10h40-11h15	<b>Tea &amp; Networking</b>
	11h15-12h15	<b>Snakes and Ladders: Toxic Leadership Behaviour Higher Education</b> Dr Tessie Herbst Registered Psychologist (HPCSA) and Master HR Professional (SABPP) Management and Leadership Development Human Resources and Transformation Tshwane University of Technology
	12h15-13h30	<b>Lunch &amp; Networking</b>
	13h30-16h00	Parallel Workshops – Choose One <b>Leadership Conversations – Stakeholder Engagement</b>  Workshop 1: Engaging Students Mrs Edwina Brooks Director: Student Development Department of Student Affairs University of Cape Town  Workshop 2: Engaging the Media TBC

	14h45-15h15	<b>Tea Break</b>
	16h10-16h30	<b>Delegates Group Photo</b> (Please proceed to Reception Desk Ground Floor)
	17h00-17h45	<b>Zumba Dancing</b>
	18h30 -20h00	<b>Informal Dinner and Networking</b>
<b>TUESDAY</b> <b>5<sup>th</sup> September</b>	8h30- 10h40	<b>Reflections on Senior Leadership by Women in Higher Education</b> Professor Divya Singh Chief Academic and Compliance Officer Embury Holdings (Pty) Ltd Former Vice-Principal University of South Africa  Ms Vicky Tlhabanelo Human Resources Executive Royal Bafokeng Platinum Ltd Former Executive Director: Human Resources Tshwane University of Technology  TBC
<b>Through the Looking Glass: Leadership Lessons from Public Higher Education Institutions – Panel Discussion</b>	10h40-11h15	<b>Tea &amp; Networking</b>
	11h15-12h30	<b>The Dark Side of Higher Education Leadership: Identity Politics in the public domain</b> TBC
	12h30-13h30	<b>Lunch &amp; Networking</b>
	<b>AFTERNOON &amp; EVENING FREE</b>	
<b>Gender Identity Politics and Leadership</b>		
<b>WEDNESDAY</b> <b>6<sup>th</sup> September</b>	8h30-9h30	<b>Human Resource Development – Making Development Work Institutionally for Women in Higher Education</b> Ms Firoza Patel Former Director: HRD, University of South Africa Winner of 2016 “Women Super Achiever Award” – World HRD Congress
<b>UNDERSTANDING CAREER ADVANCEMENT FOR WOMEN WORKING IN HIGHER EDUCATION</b>	9h40 – 10h40	<b>Leading in Turbulent Times – The Female Advantage</b> Dr Mamsie Motshekga-Sebolai Director: Human Resource Development Human Resources and Transformation Tshwane University of Technology
	10h40-11h15	<b>Tea Break &amp; Networking</b>
	11h15- 12h15	<b>Addressing the Development Needs of Women in South African Higher Education – A Case for Research Informed Interventions</b> Professor Antoni Barnard Department of Industrial & Organisational Psychology School of Management Sciences College of Economic and Management Sciences University of South Africa
	12h15-13h30	<b>Lunch &amp; Networking</b>
	13h30 – 16h30	<b>Choose &amp; Attend 1 Parallel Workshop:</b> <b><u>Career Management Considerations: Academic Career Tract</u></b>  <u>Facilitator:</u> Professor Anusuya Chinsamy-Turan Department of Biological Sciences Faculty of Science University of Cape Town

		<b>Career Management Considerations: Support Services Career Tract</b>  Facilitator: Dr Sarah Riordan Organisational Psychologist Integrated Development Solutions
	15h00-15h15	<b>Tea Break</b>
	16h45-18h00 18h00- 19h30	<b>Power Networking</b> Cocktails Dinner
<b>THURSDAY</b> <b>7<sup>th</sup> September</b>  <b>INTEGRATION &amp; CLOSURE</b>	8h00-8h30	<b>Residential Delegates:</b> <b>Check out of room &amp; place luggage in storage at Reception Desk</b>
	8h45-11h30	<b>Women in Leadership</b> Professor Stella Nkomo Former Deputy Dean Research & Postgraduate Studies Faculty of Economic & Management Studies University of Pretoria
	10h30 -10h50	<b>Tea Break</b>
	11h30-12h00	<b>Appreciative Inquiry Exercise &amp; Closure</b>
	12h00-13h00	<b>Lunch &amp; Networking</b>