

Courses

GRADUATE WORKSHOP

The purpose of the Graduate Success Workshop is to educate the postgraduate student about the M. Sc. Strategic Leadership and Innovation programme and provide strategies on how to succeed. Success at the master's level requires a mindset of commitment, hard work and initiative. It requires advance writing skills. Clarifying the required mindset from the onset of the programme will encourage the appropriate attitudes. Further guidelines on writing will aid to develop these skills which will serve the candidate well in both their university and business life.



LEADERSHIP

The Leadership course focuses on leadership and team effectiveness. It explores the classic and contemporary research and perspectives in leadership and teams. Students will be able to explore the science, the art, and the practice of leadership through their course materials by examining seminal readings, leadership approaches and apply leadership competencies in the literature. The course also focuses on students' development of critical leadership and team effectiveness skills that will enrich their professional socialization and equip them with various competencies necessary for leaders and managers.



STRATEGIC DECISION-MAKING

The course, Strategic Decision Making, provides a comprehensive overview of strategic decision making in the context of decision-making being one of the most critical skills for leaders. Further, because strategic decisions, as opposed to operational and tactical decisions, are characterized as being complex, and as having long-term consequences, this course emphasizes the tools and techniques that decision makers can employ to make quality decisions. The course focuses on the strategic decision-making process, problem-solving, decision-making challenges, decision making tools and techniques, ethical decision making, and evaluation of quality in decision making.



CUSTOMER EXPERIENCE AND CHANGE MANAGEMENT

Customer Experience and Change Management course is designed to provide participants with the ability to assess, create, implement and evaluate Strategies related to customer experience management across all major sectors and cultures; leveraging Change Management theories, processes, tools and techniques for embedding a total customer experience philosophy and behaviours within the organization's culture. It introduces students to the nature of organizational transformation via service experience culture, management and measurement.



Courses

THE HUMAN SIDE OF INNOVATION

The Human Side of Innovation examines how leaders can manage the human side of innovation using micro and macro perspectives. By so doing, students will be equipped to apply multiple skills and strategies required to navigate and transform organizational cultures to promote innovation. Students will be exposed to diverse learning modalities such as experiential learning, problem-based approaches, case analyses, teamwork, corporate and public executive guest speakers and applied projects. The course explores effective strategic human resource management practices for innovation success using diverse approaches such as high performing work systems, teamwork and multifunctional teams, and other innovative strategies. It also examines the application of specific human resource management functions that build innovation capacity. It seeks to equip students with knowledge and practical skills to apply at the macro level of work environments that demand change, innovation, resilience, and competitiveness using scarce resources. Further, the course addresses the needs of leaders, who must manage the human side of innovation in an increasingly unpredictable, disruptive and complex environment in diverse work settings.



ENTREPRENEURIAL LEADERSHIP

Entrepreneurial Leadership is a relevant and modern course that exposes participants to the theory of entrepreneurial leadership and will build competencies in adopting an entrepreneurial approach to solve organizational challenges. The students will also be exploring business model innovation as a means of implementing change in the areas of market share, technology and operations. Therefore, the entrepreneurial leadership skills developed will feed directly into organizational innovation and change.



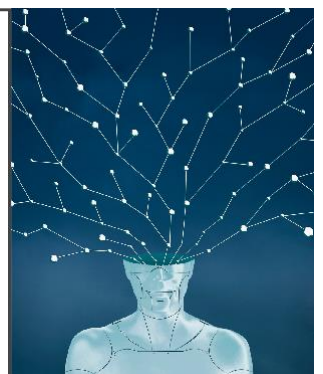
RESEARCH METHODOLOGY

The objective of this course is to provide students with the basic tools needed to conduct systematic research intended to solve business problems. It provides a general understanding of the design and execution of the scientific research process. The key topics include theory building, qualitative and quantitative research methods, the development and validation of measuring instruments, ethical concerns related to research, the internal and external validity of research data, and the effective communication and implementation of research results.



LEADING INNOVATION IN THE DIGITAL ECONOMY

This course is designed to provide the business leader with the perspective and frameworks needed to explore and integrate emerging technologies and exploit existing ones. The course will therefore cover a wide range of topics, including Dynamic Capabilities and Innovation, IS Strategy and Governance, Technology Architecture, Data, AI and Machine Learning, Business and Enterprise Systems, Social Commerce, Cybersecurity and Risk Management and Controls, and People, Culture, and IS-led Change Management.



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LEADERSHIP PORTFOLIO

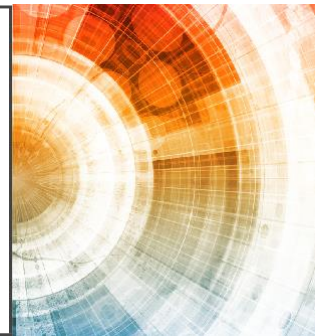
The Leadership Portfolio is an unsupervised project utilizing reading material from taught courses, additional appropriate readings, the Leadership Profile done in the Leadership course, and reflection to consider and inform the candidate's leadership. The portfolio will enable self-reflection on past experiences of leadership and current skills and competencies. The student will analyze leadership theory, concepts, and guidelines and consider how to integrate them into their practice. The final product of the portfolio will be a three (3) year leadership development plan.

This course will be appropriate to any person working in or running an organization, who would like to improve their leadership skills and competencies. The portfolio can be used to assist in obtaining a job or promotion, or to inform a performance appraisal.



CAPSTONE INNOVATION PROJECT

The Capstone is the instrument that is used to teach the student how to approach a problem or opportunity, specifically in innovation or a change process in an organization (profit or non-profit), industry or ministry. The student will arrive at solutions/ action plans/ policies/ recommendations based on academic literature, suitable methodologies to collect data, field work, and the analysis of primary and secondary data. The output of the capstone is a written project report. The capstone is guided by an appointed supervisor.



INTERNSHIP

The Internship is a voluntary activity and affords the student the experience of a consultant. The student goes into a previously unknown organization to gather pertinent information about a problem/ opportunity that is confronting the organization. Based on information gathered at the organization and literature reviewed prior to the internship, the student must provide recommendations/ policies and action plans for the organization under the capstone innovation project report. The student will have a liaison person at the organization and the contact hours of the internship will be approximately 40 hours.

