



THE UNIVERSITY OF ZAMBIA

2024 ANNUAL LEADERSHIP SCHOOL

THE ADVANCED PROFESSIONAL CERTIFICATE IN ORGANIZATIONAL LEADERSHIP AND ENTREPRENEURSHIP IN THE DIGITAL ERA

UNLOCK YOUR LEADERSHIP POTENTIAL!

Elevate your skills and become the leader you were meant to be.

Enroll now

Transform Your Leadership Journey at the University of Zambia

WHY CHOOSE THIS COURSE?

Evolve with the Times.

- Practical, Hands-On Learning
- Adaptable Leadership Skills

COURSE HIGHLIGHTS

- Duration: 8 weeks .
- Expert Guidance:
- Networking Opportunities

WHY SHOULD YOU ENROLL ?

- Senior and middle management
- Line managers and unit heads
- Board members
- Professionals in supervisory roles

Duration

- Eight (08) weeks from 1st November 2024 to 28th December 2024

Enrollment Details

<https://forms.gle/Wqm8tDfDznco7Tq36>

Cost: ZMW 3000 (approximately USD 120) per participant

Discount of up to 60% for organisations with more than 100 participants

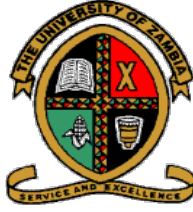
CALL Dr. Kapambwe Mwelwa: +260978083286 | kmwelwa@unza.zm, Prof.

Ferdinand M. Chipindi: +260979901033 | ferdinand.chipindi@unza.zm

Email: eaps@unza.zm

Theme:
“Navigating
Complexity:
Leadership for
the Digital Age”

SERVICE AND EXCELLENCE



THE UNIVERSITY OF ZAMBIA
ANNUAL LEADERSHIP SCHOOL

PRESENTS:

THE ADVANCED PROFESSIONAL CERTIFICATE IN ORGANIZATIONAL LEADERSHIP AND
ENTREPRENEURSHIP IN THE DIGITAL ERA

Theme: "Navigating Complexity: Leadership for the Digital Age"

Unlock Your Leadership Potential! ✨

Elevate your skills and become the leader you were meant to be. Enroll now in our Advanced Professional Certificate in Organizational Leadership and embrace the transformative theme: "Navigating Complexity: Leadership for the Digital Age," which aims to equip you with the skills needed to lead effectively in a complex, technology-driven environment.

Join us to master the art of leading in today's dynamic, tech-driven environment, where challenges and opportunities intersect. Don't miss this chance to empower yourself and your organization. Seize the future of leadership—register today! 🚀 ✨

Transform Your Leadership Journey at the University of Zambia

In today's rapidly changing business landscape, effective leadership is more crucial than ever. The University of Zambia is excited to present an unparalleled opportunity: the Advanced Professional Certificate in Organizational Leadership through our specialized annual Leadership School.

Why Choose This Course?

Evolve with the Times: Leadership and management practices have come a long way since the classical theories of bureaucracy and scientific management. The COVID-19 pandemic and the rise of digital technology have fundamentally reshaped our organizational landscapes. This course will equip you with the essential skills to navigate these changes confidently.

Practical, Hands-On Learning: Our program is designed for real-world applicability, focusing on the challenges you face daily as a manager. Engage in hands-on activities that prepare you for the complexities of modern leadership.

Adaptable Leadership Skills: Learn to adjust your leadership style to create a supportive, flexible, and resilient environment. Discover how to lead hybrid teams effectively, balancing remote and in-person dynamics while achieving organizational goals.

Course Highlights

- Duration: 8 weeks of immersive learning, including 2 hours of online engagement each week, complemented by self-directed study.

- Expert Guidance: Learn from experienced professionals and academics who bring a wealth of knowledge and practical insights to the course.
- Networking Opportunities: Connect with fellow leaders and managers across various sectors, fostering collaboration and shared learning experiences.

Who Should Enroll?

This course is ideal for:

- Senior and middle management
- Line managers and unit heads
- Board members
- Professionals in supervisory roles seeking to enhance their leadership capabilities

Course Objectives

By the end of the course, you will:

- Cultivate critical thinking, creativity, and resilience.
- Demonstrate the value of context in leadership and management.
- Facilitate teamwork and collective goal achievement.
- Understand the connection between leadership style and organizational effectiveness.

Duration

- Eight (08) weeks from 1st November 2024 to 28th December 2024
- Graduation Ceremony will take place on 21st December 2024 at The University of Zambia Graduation Forum, at 09:00hrs

Enrollment Details

Enroll [here](https://forms.gle/Wqm8tDfDznc07Tq36) (or copy this link and paste it into your browser: <https://forms.gle/Wqm8tDfDznc07Tq36>)

Cost: ZMW 3000 (approximately USD 120) per participant

Discount of up to 60% for organisations with more than 100 participants

Payment Details:

1. Bank Transfer or Direct Deposit

Account Name	UNZA School of Education Projects
Bank Name:	ABSA Bank Zambia Plc
Account NO:	017-1148774
Bank : Branch:	Longacres
Swift Code :	BARCZMLX
Sort Code:	20017

2. Use the narration “Leadership School” followed by your surname, for example: Leadership School-Simon Banda.
3. Submit your deposit slip to room 411 in the School of Education Building to receive a University of Zambia invoice. If you are unavailable to visit UNZA physically, you can send a screenshot of your deposit

slip via WhatsApp to the Coordinator of the Leadership School, Dr Kapambwe Mwlewa @ +260978083286.

Take the Next Step

Invest in your future and the success of your organization. Join us in redefining what it means to be a leader in the 21st century. For more information or to register, please contact:

- Dr. Kapambwe Mwlewa: +260978083286 | kmwelwa@unza.zm
- Department Email: eaps@unza.zm

Don't miss this opportunity to elevate your leadership skills and drive your organization forward. Enroll today!

Course Overview

In a rapidly evolving digital landscape, organizations face unprecedented challenges and opportunities. The Advanced Professional Certificate in Organizational Leadership and Entrepreneurship in the Digital Era is designed for current and aspiring leaders who seek to enhance their leadership skills while embracing entrepreneurial thinking. This course will equip participants with the tools and knowledge to drive innovation, foster adaptability, and create sustainable growth within their organizations.

Course Objectives

By the end of this program, participants will be able to:

1. **Demonstrate Understanding of Contemporary Leadership Models:** Analyze modern leadership theories and practices relevant to the digital age.
2. **Foster an Entrepreneurial Mindset:** Develop innovative strategies to identify opportunities and overcome challenges in organizational settings.
3. **Leverage Digital Tools:** Utilize technology effectively to enhance operational efficiency and team collaboration.
4. **Drive Change and Innovation:** Cultivate the skills necessary to lead transformative initiatives and inspire a culture of creativity.
5. **Build Resilient Organizations:** Develop strategies to enhance organizational agility and responsiveness in a dynamic environment.

Course Content

Week 1: Introduction to 21st Century Leadership and Entrepreneurship

- **Defining Leadership and Entrepreneurship in Today's Context**
 - **Key Characteristics and Evolving Definitions**
 - Leadership: Influence, vision, and motivation.
 - Entrepreneurship: Innovation, risk-taking, and value creation.
 - **The Intersection of Leadership and Entrepreneurship**
 - How leaders drive entrepreneurial initiatives within organizations.
- **The Impact of Globalization and Technology**
 - **Globalization**
 - Effects on market dynamics and competition.
 - Cross-cultural leadership challenges.
 - **Digital Transformation**
 - Role of technology in reshaping business models.
 - Importance of digital literacy for leaders.
- **Activities:**
 - **Reflective Exercise:**
 - Participants assess their personal leadership styles and entrepreneurial aspirations.
 - Group sharing to foster networking and peer learning.

Week 2: Leadership Styles for the Modern Era

- **Emerging Leadership Styles**
 - **Servant Leadership**
 - Prioritizing the needs of employees and communities.
 - **Transformational Leadership**
 - Inspiring and motivating teams toward a shared vision.

- **Distributed Leadership**
 - Empowering individuals at all levels to take on leadership roles.
- **Adapting Leadership to Organizational Needs**
 - **Assessing Organizational Culture**
 - Tools for evaluating current culture and climate.
 - Aligning leadership style with cultural characteristics.
- **Activities:**
 - **Case Study:**
 - Analyze a leader's impact on organizational culture using real-world examples.
 - Group discussion to explore insights and lessons learned.

Week 3: Fostering an Innovative Mindset

- **Encouraging Creativity and Innovation**
 - **Techniques for Cultivating an Entrepreneurial Spirit**
 - Workshops and brainstorming sessions that prioritize ideation.
 - Encouraging experimentation and learning from failure.
- **Building an Innovation-Friendly Environment**
 - **Removing Barriers to Innovation**
 - Strategies to overcome resistance and bureaucratic obstacles.
 - Creating psychological safety for team members to voice ideas.
- **Activities:**
 - **Workshop:**
 - Participants engage in a brainstorming session to generate innovative ideas for a new product or service.
 - Use of creative thinking tools (e.g., mind mapping, SCAMPER technique).

Week 4: Strategic Vision and Agile Decision-Making

- **Developing a Strategic Vision**
 - **Importance of Vision in Leadership and Entrepreneurship**
 - Crafting a compelling vision statement that aligns with organizational goals.
 - Communicating the vision effectively to all stakeholders.
- **Agile Decision-Making Frameworks**
 - **Tools for Quick, Informed Decisions**
 - Introduction to agile methodologies (e.g., Scrum, Kanban).
 - Techniques for assessing risk and making timely decisions.
- **Activities:**
 - **Group Project:**
 - Create a strategic vision statement for a new venture.
 - Present vision statements to the class for feedback and refinement.

Week 5: Building and Leading Diverse Teams

- **The Importance of Diversity and Inclusion**
 - **Benefits of Diverse Teams**
 - Enhanced creativity, problem-solving, and decision-making.
 - Strategies to harness diverse perspectives effectively.
- **Effective Team Leadership Strategies**
 - **Techniques for Managing Remote and Hybrid Teams**
 - Best practices for communication, collaboration, and engagement.
 - Tools and technologies that facilitate remote teamwork.
- **Activities:**

- **Team-Building Exercises:**
 - Engage in activities that focus on collaboration and communication.
 - Simulation of remote team dynamics to identify strengths and challenges.

Week 6: Change Management and Resilience

- **Leading Change in a Dynamic Environment**
 - **Understanding Change Management Models**
 - Overview of Kotter's 8-Step Process for leading change.
 - Importance of stakeholder engagement throughout the change process.
- **Developing Organizational Resilience**
 - **Strategies to Foster Adaptability and Sustainability**
 - Building a culture that embraces change and continuous improvement.
 - Techniques for crisis management and recovery planning.
- **Activities:**
 - **Case Study:**
 - Examine a successful organizational change initiative, focusing on strategies used and lessons learned.
 - Group discussion to share insights and apply concepts to participants' organizations.

Week 7: Ethical Leadership and Corporate Responsibility

- **The Role of Ethics in Leadership**
 - **Importance of Ethical Decision-Making**
 - Frameworks for ethical decision-making (e.g., utilitarianism, deontology).
 - Understanding the consequences of unethical behavior.
- **Integrating CSR into Business Practices**
 - **Exploring the Relationship Between CSR and Success**
 - Case studies of organizations that excel in corporate social responsibility.
 - Strategies for developing and implementing CSR initiatives.
- **Activities:**
 - **Group Discussion:**
 - Analyze a company's approach to ethical leadership and CSR.
 - Develop recommendations for improving ethical practices and CSR efforts.

Week 8: Future Trends and Leadership Development

- **Emerging Trends Shaping Leadership and Entrepreneurship**
 - **Impact of AI and Automation**
 - Opportunities and challenges posed by technological advancements.
 - Preparing for the future workforce and skill requirements.
- **Preparing for Future Leadership Challenges**
 - **Skills and Competencies for Future Leaders**
 - Emphasis on emotional intelligence, adaptability, and digital literacy.
 - Lifelong learning as a critical component of leadership development.
- **Course Reflection and Final Activities**
 - **Sharing Insights and Experiences:**
 - Participants present their key takeaways from the course.
 - **Group Presentations:**
 - Present leadership or entrepreneurial projects developed during the course.

- Feedback from peers and facilitators to enhance learning outcomes.

Capstone Project: Designing an Entrepreneurial Initiative

- Participants will develop a comprehensive proposal for an innovative organizational initiative that aligns with leadership principles and entrepreneurial strategies.
- Group presentations and peer feedback sessions.
- Reflecting on key learnings and future applications.

Delivery Mode

- **Duration:** 8 weeks, with weekly interactive sessions
- **Format:** Online learning, featuring discussions, workshops, and collaborative projects.
- **Assessment:** Participants will engage in hands-on activities, case studies, and a final capstone project.

Target Audience

This course is ideal for:

- Current and aspiring organizational leaders
- Managers and supervisors looking to enhance their leadership capabilities
- Entrepreneurs and innovators within established organizations
- Professionals in human resources, training, and development

Enrollment Information

- **Cost:** 3000 (ZMW) or USD 120
- **Registration Deadline:** 31 October 2024
- **Contact:**
 - (a) Dr. Kapambwe Mwelwa: +260978083286 | kmwelwa@unza.zm
 - (b) Prof. Ferdinand M. Chipindi: +260979901033 | ferdinand.chipindi@unza.zm
 - (c) Department Email: eaps@unza.zm

Conclusion

The Advanced Professional Certificate in Organizational Leadership and Entrepreneurship in the Digital Era empowers participants to lead effectively in a complex and rapidly changing environment. Join us to enhance your leadership skills, embrace entrepreneurial thinking, and position your organization for success in the digital age!