

## UNILEAD SOUTHERN AFRICA 2016

### Information on the Intensive Blended Learning Programme UNILEAD Southern Africa (University Leadership and Management Training Course)

The Carl von Ossietzky University of Oldenburg in Germany together with the the German Academic Exchange Service (DAAD) and the Southern African Regional Universities Association (SARUA) – are jointly organising the intensive Higher Education Management Training Course UNILEAD, bringing together the topics Project Management, Strategic Management and Finance & Investment with individual and practice-oriented change projects of each participant.

Deriving from the programme UNILEAD, originally developed by the University of Oldenburg and the DAAD in 2008, UNILEAD Southern Africa is part of the DIES Programme, which has been jointly coordinated by the DAAD and HRK (German Rectors' Conference) since 2001.

#### Course Contents and Methodology

The heart of the entire course is the individual project that participants are required to propose in their application. In order to work on this project and gain insight into relevant topics of higher education management, the following three areas are intensively considered:

- 1st module: Project Management
- 2nd module: Strategic Management
- 3rd module: Finance & Investment

The methodology will be strictly project orientated and is based on case studies or questions derived from the particular job situation of the participants. Thus, it is expected to bring in personal experience and to share this knowledge with the group of 20 participants. High personal motivation and the willingness to get actively involved during the online and contact phases are essential for the successful completion of this course.

The professional training course combines online and contact phases in a Blended Learning approach: Prior to the first contact phase, an online phase of 10 weeks is scheduled in which the participants are asked to read the study material and to work on short papers, including the draft of a project action plan. These papers are meant to describe the individual work experience at the home university and to identify problems and obstacles referring to the topics of the course. The initial contact phase will be organised from prospectively 15<sup>th</sup> to 26<sup>th</sup> of August 2016 in Johannesburg, South Africa. During these two weeks, the content will focus on Project Management, Strategic Management and Finance & Investment. Also the personal action plans will be adjusted and fine-tuned. Between August 2016 and December 2016, participants are asked to apply the skills acquired at the home university within their individual projects. In this, they are being accompanied and monitored by distance coaches. Finally, during a one-week contact phase in December 2016, there will be the opportunity to present the process of the implementation of the individual projects and to discuss on next steps.

## Schedule

The following table shows the dates of the online and contact phases:

Content	Time schedule	Mode	Location
Theoretical Input: Project Management, Strategic Management and Finance&Investment	May 2016 – August 2016	online	individually
Contact Phase Active Work on Modules	15 to 26 August 2016	face-to-face	South Africa
Implementation Phase	August 2016 – December 2016	Implementation of Projects	Individual institutions
Contact Phase Active Work on Modules	5 to 9 December 2016	face-to-face	South Africa

As the modules of the course are interconnected, participants are expected to **take part in all online and contact phases**. A written statement together with an endorsement letter from the applicant's home **university top management**, which confirms the commitment to attend all parts of the course, is an entry requirement for being admitted.

## Partners' Profile

The University of Oldenburg is the academic coordinator of this course and works closely together with DAAD and SARUA. The University of Oldenburg has been offering an innovative MBA programme in Education Management for professionals of German speaking (Higher) Education Institutions for several years. Thus, it has a wide network of experts who act as lecturers in this MBA programme and provides in-depth experience in the field of Continuing Education and Education Management as well as training of professionals at an academic level. National and international lecturers will bring in expertise in Higher Education Management and will help reflecting the specific questions from an international and intercultural perspective.

DAAD is the largest funding organisation in the world supporting the international exchange of students and scholars. One of its strategic goals is to assist partner countries in the establishment and administration of effective higher education systems e.g. via the praxis-oriented transnational DIES Training Courses pertaining to higher educational management issues. DAAD maintains a world-wide network of regional offices and information centres.

The DIES programme (Dialogue on Innovative Higher Education Strategies), jointly developed by the German Academic Exchange Service (DAAD) and the German Rectors' Conference (HRK), offers training courses, dialogue events, projects and partnerships on topics of higher education management. A whole package of measures assists higher education institutions in developing countries in adjusting their courses of study to meet international standards of quality, expanding their research capacity and making their organisational structures more competitive.

SARUA (Southern African Regional Universities Association) is a membership-based organisation which is open to all the universities of the 15 countries that make up the Southern African Development Community (SADC). SARUA is based at the University of the Witwatersrand, Johannesburg, South Africa. The association was established to assist in the revitalization and development of the leadership and institutions of higher education in the southern African region, thus enabling the regional higher education sector to meaningfully respond to the developmental challenges facing the region.

## Participants' Profile

The criteria are:

- Participants should be between 30 and 40 years.
- They are working in **leading positions within mid-level management of the academic structure of a university.**
- They have at least **two of managerial experience** in one of the following fields:
  - Directors and Vice Directors of academic centres (Testing and Evaluation, Quality Assurance, Training Centres, Continuing Education, online-Learning, Academic Affairs etc.)
  - Deans, Vice-Deans and Heads of academic departments
  - Task force managers for university reform projects in domains relevant for the course content.
  - Managers of staff development units or programmes.
- They have **leadership responsibility for at least five staff members.**
- They hold **at least a Master's degree.**
- Their projects should be well coordinated and highly endorsed by their universities in accordance to the strategic plan of these institutions.

Participants from higher education institutions of the following regions are eligible to apply:

- Angola, Botswana, Democratic Republic of Congo, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Swaziland, Tanzania, Zambia and Zimbabwe.

## Funding

The costs for this training course will be mainly covered by funds of the DAAD provided by the German Federal Ministry for Economic Cooperation and Development (BMZ).

Following expenses will be covered:

- Course costs (expert honoraria, infrastructure, organisation, material): approx. 6.500€ p.P.
- Travel costs, venue as well as welcome and farewell dinners at the two contact phases. Participants will be additionally receiving light lunches and coffee breaks during the contact phases.

Expected co-funding: Participants' home institutions are expected to cover local transportation in their home countries, visa costs and possible additional per diems for the stay in South Africa. Furthermore, they are expected to contribute to the costs by paying a one-time fee of 300,00 €.

Further details on terms and conditions will be given to the admitted applicants together with the invitation letter.

**Female applicants with equal qualification, expertise and aptitude are given preferential consideration!**

## Application Requirements and Process

Applications can be submitted via the online application form on the UNILEAD-website at

### [Application\\_UNILEAD Southern Africa](#)

Strict closing date of the application is **15 February, 2016, 23:59 Central European Time**

Following information and documents are requirements for an application:

1. **Application Form** including **Project Proposal** – using the online-form provided on the website
2. **Letter of Motivation including date and signature** – uploaded to online-application form as pdf-file
3. **Letter of recommendation (endorsement letter) from university top management (Chancellor, President, Rector, Vice Rector)**, where the **managerial qualifications and leadership competencies and the future potential** of the candidate are briefly described (pdf-file). This is mandatory to all applicants!

### Selection Process

The Selection Committee composed of high profile Higher Education Management experts will meet in March 2016.

The selected candidates will be informed by mid of April 2016 of the results of the selection meeting.

## Contact details

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