**FET CERTIFICATE: LEADERSHIP DEVELOPMENT CURRICULUM**

**Qualification Details:**

**Qualification Name**

50081: Further Education and Training Certificate: Leadership Development

NQF Level 4

Total credits to be obtained after achievement: 160

**Purpose of the Qualification**

The purpose of the qualification is to enable qualifying learners to apply leadership competencies to ensure service excellence.   
  
Learners will develop competencies to utilise leadership skills to enhance service delivery in a specific sector or context. Individual learners will benefit through enhancing their personal competencies, knowledge and skills so as to be able to complete tasks required in their employment contracts and by legislation, relating to: 

-Applying emotional intelligence in a leadership context.

-Motivating self and others.

-Applying leadership to relationship management.

-Applying visionary thinking skills in leadership problem-solving contexts.

**Target Group**

The qualification is aimed at councillors, leaders and municipal managers in local government. The typical learner will be an employee in local government, wishing to gain the competence to fulfill the requirements of his/her current job obligations or a municipal employee or councillor wishing to gain a qualification so as to advance his/her career opportunities. In addition persons seeking future employment in the local government sector may choose to complete this qualification.   
  
Office bearers and employees at local government level are responsible for managing the provision of services to the community. The Constitution of the South Africa (Act 108 of 1996) section 27 (1) states that all South Africans have the right to access health care services; sufficient food and water and social security. Section 27(2) requires the state to take reasonable measures within its available resources to provide these basic human rights. The state is also responsible for providing education for the community and managing all of the country's resources. The Constitution therefore allows the community to demand that services are met and that government office bearers and managers have the skills to take reasonable measures in providing services.

**Qualification Objectives**

-Deal with issues and provide strategic leadership at various levels including community.

-Build consensus amongst diverse groupings of people with various interests.

-Apply innovative, creative and flexible strategies and thinking when dealing with community issues and needs.

-Build trust between the councillors, officials, community and various competing interest groups while maintaining personal - integrity.

-Manage conflict.

-Demonstrate the commitment and tenacity to achieve set objectives.

-Communicate with conviction, confidence and integrity at all levels and constituencies.

Entry/Admission requirements

* Communication at NQF Level 3.
* Mathematical Literacy at NQF Level 3.
* Computer Literacy at NQF Level 3, or the equivalent thereof

**50081: LEADERSHIP DEVELOPMENT PROGRAMME CONTENT**

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|  | **ID** | **UNIT STANDARD TITLE** | **PRE-2009 NQF LEVEL** | **NQF LEVEL** | **CREDITS** |
| Core | [14534](http://allqs.saqa.org.za/showUnitStandard.php?id=14534) | Apply knowledge of community issues in relation to development projects | Level 3 | NQF Level 03 | 4 |
| Core | [113955](http://allqs.saqa.org.za/showUnitStandard.php?id=113955) | Apply the Batho Pele principles to own work role and context | Level 3 | NQF Level 03 | 4 |
| Core | [120394](http://allqs.saqa.org.za/showUnitStandard.php?id=120394) | Apply communication principles, strategies and processes in a leadership role | Level 4 | NQF Level 04 | 6 |
| Core | [120391](http://allqs.saqa.org.za/showUnitStandard.php?id=120391) | Apply leadership skills to relationship management | Level 4 | NQF Level 04 | 8 |
| Core | [120392](http://allqs.saqa.org.za/showUnitStandard.php?id=120392) | Apply the concept and principles of knowledge management to leadership | Level 4 | NQF Level 04 | 8 |
| Core | [113960](http://allqs.saqa.org.za/showUnitStandard.php?id=113960) | Demonstrate and apply knowledge of the ethical standards in the Public Sector | Level 4 | NQF Level 04 | 4 |
| Core | [120390](http://allqs.saqa.org.za/showUnitStandard.php?id=120390) | Develop and apply a service culture to a leadership role | Level 4 | NQF Level 04 | 8 |
| Core | [120393](http://allqs.saqa.org.za/showUnitStandard.php?id=120393) | Explain and apply legislation and policies applicable to leadership in a specific sector or context | Level 4 | NQF Level 04 | 10 |
| Core | [120389](http://allqs.saqa.org.za/showUnitStandard.php?id=120389) | Explain and apply the concept, principles and theories of motivation in a leadership context | Level 4 | NQF Level 04 | 6 |
| Core | [114585](http://allqs.saqa.org.za/showUnitStandard.php?id=114585) | Plan strategically to improve business performance | Level 4 | NQF Level 04 | 4 |
| Core | [120300](http://allqs.saqa.org.za/showUnitStandard.php?id=120300) | Analyse leadership and related theories in a work context | Level 5 | Level TBA: Pre-2009 was L5 | 8 |
| Core | [120305](http://allqs.saqa.org.za/showUnitStandard.php?id=120305) | Analyse the role that emotional intelligence plays in leadership | Level 5 | Level TBA: Pre-2009 was L5 | 8 |
| Core | [120311](http://allqs.saqa.org.za/showUnitStandard.php?id=120311) | Apply visionary leadership to develop strategy | Level 5 | Level TBA: Pre-2009 was L5 | 10 |
| Fundamental | [8968](http://allqs.saqa.org.za/showUnitStandard.php?id=8968) | Accommodate audience and context needs in oral communication | Level 3 | NQF Level 03 | 5 |
| Fundamental | [8972](http://allqs.saqa.org.za/showUnitStandard.php?id=8972) | Interpret a variety of literary texts | Level 3 | NQF Level 03 | 5 |
| Fundamental | [8969](http://allqs.saqa.org.za/showUnitStandard.php?id=8969) | Interpret and use information from texts | Level 3 | NQF Level 03 | 5 |
| Fundamental | [8970](http://allqs.saqa.org.za/showUnitStandard.php?id=8970) | Write texts for a range of communicative contexts | Level 3 | NQF Level 03 | 5 |
| Fundamental | [9015](http://allqs.saqa.org.za/showUnitStandard.php?id=9015) | Apply knowledge of statistics and probability to critically interrogate and effectively communicate findings on life related problems | Level 4 | NQF Level 04 | 6 |
| Fundamental | [8974](http://allqs.saqa.org.za/showUnitStandard.php?id=8974) | Engage in sustained oral communication and evaluate spoken texts | Level 4 | NQF Level 04 | 5 |
| Fundamental | [8975](http://allqs.saqa.org.za/showUnitStandard.php?id=8975) | Read analyse and respond to a variety of texts | Level 4 | NQF Level 04 | 5 |
| Fundamental | [9016](http://allqs.saqa.org.za/showUnitStandard.php?id=9016) | Represent analyse and calculate shape and motion in 2-and 3-dimensional space in different contexts | Level 4 | NQF Level 04 | 4 |
| Fundamental | [7468](http://allqs.saqa.org.za/showUnitStandard.php?id=7468) | Use mathematics to investigate and monitor the financial aspects of personal, business, national and international issues | Level 4 | NQF Level 04 | 6 |
| Fundamental | [12153](http://allqs.saqa.org.za/showUnitStandard.php?id=12153) | Use the writing process to compose texts required in the business environment | Level 4 | NQF Level 04 | 5 |
| Fundamental | [8976](http://allqs.saqa.org.za/showUnitStandard.php?id=8976) | Write for a wide range of contexts | Level 4 | NQF Level 04 | 5 |
| Elective | [113959](http://allqs.saqa.org.za/showUnitStandard.php?id=113959) | Identify basic employment rights and responsibilities and deal appropriately with own grievances and disputes | Level 3 | NQF Level 03 | 4 |
| Elective | [10140](http://allqs.saqa.org.za/showUnitStandard.php?id=10140) | Apply a range of project management tools | Level 4 | NQF Level 04 | 8 |
| Elective | [14667](http://allqs.saqa.org.za/showUnitStandard.php?id=14667) | Describe and apply the management functions of an organization | Level 4 | NQF Level 04 | 10 |
| Elective | [119350](http://allqs.saqa.org.za/showUnitStandard.php?id=119350) | Apply accounting principles and procedures in the preparation of reports and decision making | Level 5 | Level TBA: Pre-2009 was L5 | 15 |
| Elective | [116917](http://allqs.saqa.org.za/showUnitStandard.php?id=116917) | Apply advanced principles of complexity theory to organisational transformation | Level 5 | Level TBA: Pre-2009 was L5 | 12 |
| Elective | [115395](http://allqs.saqa.org.za/showUnitStandard.php?id=115395) | Apply and explain the generic business process and value chain model | Level 5 | Level TBA: Pre-2009 was L5 | 12 |
| Elective | [120303](http://allqs.saqa.org.za/showUnitStandard.php?id=120303) | Apply principles of risk management | Level 5 | Level TBA: Pre-2009 was L5 | 8 |
| Elective | [115401](http://allqs.saqa.org.za/showUnitStandard.php?id=115401) | Apply the basic principles of issue management | Level 5 | Level TBA: Pre-2009 was L5 | 8 |
| Elective | [116345](http://allqs.saqa.org.za/showUnitStandard.php?id=116345) | Apply the principles of budgeting within a municipality | Level 5 | Level TBA: Pre-2009 was L5 | 15 |
| Elective | [115407](http://allqs.saqa.org.za/showUnitStandard.php?id=115407) | Apply the principles of change management in the workplace | Level 5 | Level TBA: Pre-2009 was L5 | 10 |
| Elective | [11903](http://allqs.saqa.org.za/showUnitStandard.php?id=11903) | Co-ordinate the development and implementation of organisational social responsibility strategies | Level 5 | Level TBA: Pre-2009 was L5 | 5 |
| Elective | [15216](http://allqs.saqa.org.za/showUnitStandard.php?id=15216) | Create opportunities for innovation and lead projects to meet innovative ideas | Level 5 | Level TBA: Pre-2009 was L5 | 4 |
| Elective | [337063](http://allqs.saqa.org.za/showUnitStandard.php?id=337063) | Demonstrate knowledge and insight into the principles of monitoring and evaluation in assessing organisation and/or programme performance in a specific context | Level 5 | Level TBA: Pre-2009 was L5 | 5 |
| Elective | [116949](http://allqs.saqa.org.za/showUnitStandard.php?id=116949) | Establish how a value system underpins organisational transformation | Level 5 | Level TBA: Pre-2009 was L5 | 12 |
| Elective | [116924](http://allqs.saqa.org.za/showUnitStandard.php?id=116924) | Implement a programme of diversity management in the workplace | Level 5 | Level TBA: Pre-2009 was L5 | 14 |
| Elective | [116922](http://allqs.saqa.org.za/showUnitStandard.php?id=116922) | Implement a value system to effect organisational transformation | Level 5 | Level TBA: Pre-2009 was L5 | 12 |
| Elective | [114226](http://allqs.saqa.org.za/showUnitStandard.php?id=114226) | Interpret and manage conflicts within the workplace | Level 5 | Level TBA: Pre-2009 was L5 | 8 |
| Elective | [119336](http://allqs.saqa.org.za/showUnitStandard.php?id=119336) | Manage the development and performance of human capital in the public sector | Level 5 | Level TBA: Pre-2009 was L5 | 12 |
| Elective | [10146](http://allqs.saqa.org.za/showUnitStandard.php?id=10146) | Supervise a project team of a developmental project to deliver project objectives | Level 5 | Level TBA: Pre-2009 was L5 | 14 |