

# CREATING THE LEADING-EDGE

## MIDDLE MANAGEMENT PROGRAMME 2026

The Creating the Leading-Edge Programme (CLE) has been developed by and for, universities and is presented by the Cape Higher Education Consortium (CHEC). The programme is designed to meet the management capacity development needs of academic and administrative middle managers and to create effective networks of key managers in HEIs.

Purpose: "To build and develop human capacity to create a thriving and supportive HE workspace."

**Target market:** Designed for heads of academic or administrative departments, research entities or support/professional staff managers. The candidate will have at least a post graduate qualification and some work experience as a new or existing manager in their positions.

### Cost:

Three courses at R8000 per course.

**USAf endorsement:** The CLE is endorsed by Universities South Africa for its relevance and responsiveness to developing and supporting the leadership and management knowledge and skills required, for greater efficiency and effectiveness in the systems, processes, people and technology requirements of our universities.

Endorsed by



**CHEC certificate.** A CHEC certificate of successful completion will be issued upon completion of the CAPSTONE project.

**Mode of delivery:** Virtual

**Closing date for registrations:** 24 March 2026

### Contact us at CHEC

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<b>Three courses</b>	<b>Course dates</b> All times 9:00-13:00 SAST, unless marked differently	<b>Facilitator</b>
<p><b>CLE1. THE HE STRATEGIC SPACE</b></p> <p>The HE ecosystem                      University financial planning &amp; risk                      University Governance</p>	<p>7 April 2026                      9 April 2026                      10 April 2026</p>	<ul style="list-style-type: none"> <li>• University Financial Planning &amp; Risk (Manie Lombard - Chief Director: Finance)</li> <li>• The HE ecosystem (Prof René Pellissier)</li> <li>• University Governance (TBC)</li> </ul>
<p><b>CLE2. CREATING A THRIVING WORK ENVIRONMENT</b></p> <p>Performance engagement, succession planning &amp; transformation)                      Leading in employee relations                      Effective Communication strategies for the HE manager</p>	<p>4 May 2026                      6 May 2026                      8 May 2026</p>	<ul style="list-style-type: none"> <li>• Performance engagement, succession planning &amp; transformation (Ms Amanda Glaeser)</li> <li>• Leading in employee relations (Ms Vanessa Pather)</li> <li>• Effective Communication strategies for the HE manager (Dr Phumzile Mmope)</li> </ul>
<p><b>CLE3. TECHNOLOGY AND INNOVATION PERSPECTIVES</b></p> <p>Design thinking in HE                      Digital transformation in HE                      Leading through creativity, problem-solving, entrepreneurship</p>	<p>1 June 2026                      3 June 2026                      5 June 2026</p>	<ul style="list-style-type: none"> <li>• Design thinking in HE (Prof René Pellissier)</li> <li>• Digital transformation in HE (Bill Malik, USA)</li> <li>• Leading through creativity, problem-solving, entrepreneurship (Ms Henra Meyer)</li> </ul>
<p><b>CAPSTONE PROJECT</b></p> <p><b>Rationale:</b> The capstone project is the culminating experience in CLE and leads to the CHEC Certificate of successful completion of a Programme.</p>	<p>3 December 2026</p> <p>The capstone project will be presented at the CHEC HELA event</p>	<p><b>Purpose:</b> To allow participants to demonstrate the breadth and depth of their acquired knowledge and experiences through application to a real-life setting. The capstone can be either research-based or applications-based: <i>A research paper</i>   <i>A case analysis</i>  </p>