

## Creative Thinking and Strategic Leadership

### 1. Overview

This programme is designed to develop forward-thinking team leaders, supervisors, and mid-level managers by equipping them with critical thinking, strategic planning, and creative problem-solving skills.

In today's fast-moving and complex business environment, innovation and adaptability are key. Participants will learn to apply systems thinking to decision-making, empower teams through inclusive leadership, manage change effectively, and design strategic action plans that are agile, goal-oriented, and impactful.

The programme nurtures innovative leadership, enabling managers to proactively drive change with clarity, vision, and strategic insight.

### 2. Programme Outcome:

- Apply systems thinking to complex challenges, considering interdependencies and long-term effects
- Empower teams by recognising individual strengths, delegating strategically, and fostering inclusive participation
- Analyse business contexts and develop creative, sustainable solutions to drive organisational change
- Create and implement strategic plans that align team or departmental activities with overall organisational objectives
- Leverage innovation as a leadership tool for problem-solving, change management, and ideation

#### Qualification:

Certificate of Completion

#### Duration:

4-Months

#### Programme Type:

Category B – Workplace-Based Learning Programme

#### Programme ID:

PA0522

#### SAQA US:

252026, 15224, 252021, 15219

#### NQF Level:

5

#### Credits:

22

#### Entry Requirements:

Communication & Mathematical Literacy at NQF 4

#### Training Options:

**Online** - Each participant will receive the programme materials and resources are emailed to the participants. Training is delivered fully online, and participants will join scheduled Microsoft Teams sessions facilitated by a trainer. This mode provides flexibility and allows learners to participate from any location.

**Blended** - Blended learning combines both online and face-to-face training. Participants receive the learning material by email to the participant. They also attend scheduled in-person contact sessions with a facilitator, either at the client's premises or providers campus. This approach offers the flexibility of online learning with the added support of guided, interactive sessions.

**Face-to-Face** - Each participant will receive training resources, which contains all programme materials and resources. Training is delivered

**A choice of leveraged programmes for any person,  
At any level, in any department, of any company, in any industry.**

through onsite contact sessions, either at the client's premises or providers campus, where a facilitator conducts the sessions in a classroom environment.

**Minimum Participants Required:** (1) Online, (1) Blended & (1) Face-to-Face

### 3. Programme Content

- **(252026 US):** Apply a systems approach to decision making
- **(15224 US):** Empower team members through recognising strengths, encouraging participation in decision making and delegating tasks
- **(252021 US):** Formulate recommendations for a change process
- **(15219 US):** Develop and implement a strategy and action plans for a team, department or division

### 4. Topics

#### ➤ Module 1: Thinking Creatively & Systematically

- Identify root causes of complex challenges
- Use systems maps and models to assess interrelated factors
- Collaborate with stakeholders to develop sustainable decisions
- Communicate and implement chosen solutions clearly and persuasively

#### ➤ Module 2: Empowering Creative Teams

- Identify and utilise individual strengths within the team
- Delegate tasks strategically for skill development and efficiency
- Promote ownership and engagement through inclusive leadership
- Monitor progress and provide feedback to develop autonomy

#### ➤ Module 3: Leading Change through Ideas

- Evaluate internal and external drivers of change
- Apply change management models to their context
- Identify areas requiring improvement or innovation
- Make practical recommendations to lead a successful change initiative

#### ➤ Module 4: Driving Team Strategy

- Align team strategies with organisational goals
- Translate strategy into measurable, actionable plans
- Implement and monitor progress
- Review and adjust plans to respond to changes or new opportunities

**We trust that the above is in order and look forward to hearing from you for Implementation**

## 5. Target Audience

- Middle Managers and Team Leaders
- Project Coordinators and Operations Supervisors
- Change Agents and Innovation Champions
- Entrepreneurs and Intrapreneurs
- Department Heads and Section Managers

## 6. How will the Organisation Benefit

- Improved decision-making with a long-term, systems-based perspective
- Stronger team engagement through inclusive and empowering leadership
- Strategic adaptability to navigate change and complexity
- A culture of innovation that drives continuous improvement
- Practical strategies that bridge vision and execution

## 7. Assessments

This programme includes a Portfolio of Evidence (POE) that must be submitted at the end of the programme. The POE include:

- **Knowledge Assessments:** To evaluate theoretical understanding.
- **Practical Assignments:** Hands-on tasks related to course topics.
- **Workplace Assignments and Logbook:** Application of skills in real-world settings.

Successful participants will receive a certificate of completion.

## 8. Workplace-Based Learning Programme

This WLP is a fusion of academic learning and practical work. The learning is directly applied to the workplace by using client-based mentors and extensive workplace-based portfolio work and assignments. Apart from the obvious benefits of a workplace directed qualification, each WLP qualifies for recognition as a Category B Skills Programme in the Learning Matrix of the Amended BEE codes, which allows for the salaries of participants to be recognized as part of the Skills Development Expenditure.

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