



Leadership and Management Development Programme (LMDP) Project – Application Form

All FoodBev SETA registered employers are invited to submit applications to participate in the LMDP.

The grant covers the costs of tuition, books and handouts only. Participating companies will be responsible for any additional costs associated with the program, such as travel, accommodation, etc.

1. Background

FoodBev SETA has identified General Management as a scarce skill in its Sector Skills Plan for the Food and Beverages Manufacturing Sector. To address this skills shortage, FoodbeV SETA reached a strategic training arrangement with Unisa and Stellenbosch Business Schools to provide general management tuition under the auspices of their Leadership and Management Development Programme.

The objective of the LMDP programme is to develop leadership capabilities in pipeline Middle Management and the Executive level. The programme also gives effect to the Broad Based Black Economic Empowerment Act (BBBEEA).

The first set of LMDP Schools ran during 2008 academic years of both universities. The success of the programmes at both Schools has encouraged FoodBev SETA to provide further funding and increased intake for the for the 2009 programme.

2. Overall objectives

The main LMDP project objectives are as follows:

- Identification of appropriate Management and Leadership programme requirements to meet the general management skills needs of the sector;
- Engaging the chosen Business School to provide the desired programmes;
- Where appropriate, involvement of FoodBev sector companies in the development of the programme framework;

- The provision of a funding mechanism to subsidise the LMDP tuition costs for FoodBev Sector companies;
- To provide seats for 60 candidates with an 80% pass rate;
- To adhere to candidate equity requirements of 85% Black, 54% women and 4% people with disabilities (PWD).

3. Participation Framework for Companies

- Guidelines for identification of candidates, if needed, are available from the selected Business Schools. Candidates must have:
 - Senior Certificate
 - At least three years managerial experience
 - Individual cases not complying with these requirements may be considered on company recommendation.
- Criteria for participation in programmes
 - Equity considerations (to achieve 85% black, 54% women, 4% PWD);
 - Number of candidates per company limited to a maximum of 2;
 - Programme hours, study schools and examinations as guided by the Business Schools;
 - Business School minimum requirements, entry tests and requisite qualities;
 - Funding contract with employer company and default criteria;
 - Sector tie-in arrangements for candidate;
 - Annexure and Forms
 - FoodBev SETA funding contract with company, Business School and student.

4. LMDP Course Outline

Two Business Schools have been appointed to deliver the LMDP (at NQF 6 level) from January to December each year (if programmes approved for the particular year).

4.1 UNISA Graduate School of Business Leadership (SBL)

The SBL is widely regarded as one of the top three Business Schools in South Africa, and has produced more than a third of all Masters Degrees in South Africa: Masters in Business Leadership (MBL) and Masters in Business Administration (MBA).

Recommended for SMEs (small and medium enterprises with < 150 employees)

- Strategy Implementation
- Operations and supply chain management
- Marketing and information management
- Mobilise people
- Financial and management accounting
- Economics for business

4.2 University of Stellenbosch Business School

Recommended for large companies (with > 150 employees)

The curriculum covers the following areas:

- **Leading Managers**
 - Leadership and Personal Transformation
 - Problem Solving Through Systems Thinking
 - Coaching and Mentoring
 - Managing Human Capital
- **Functional Competencies**
 - Achieving Outstanding Performance
 - Financial Management
 - Operations Management/Action Planning
 - Strategy Implementation Through Project Management
 - Economics and Scenario Planning

5. Company Details

Company Name	
Company SDL No:	
Name of SDF:	
Tel:	
Fax:	
E-mail:	
Total number of employees:	
Province:	
City/Town:	
Indicate your Preferred Business School: Unisa School of business Leadership (SBL) / University of Stellenbosch Business School (USB)	

Please fill in the number of candidates for whom you apply:

Candidate/s for LMDP

Companies wishing to participate must complete this form and the attached mandatory Business School applications forms. Please take note of all required supporting documents and entry requirements, as stipulated by the Schools.

Please submit by fax or e-mail to Khotso Ndjwili-Potele at:

Email: khotson@foodbev.co.za, Fax: 086 682 3632.

Closing dates

Unisa SBL

- The closing for Unisa is the 5th November 2008;
- The above notwithstanding, you are requested to submit your applications to FoodBev SETA no later than 22 October 2008;

USB

- Closing date not determined yet;
- The foregoing notwithstanding, please submit your applications to FoodBev by the 31st October 2008.

Where customisation of curricular is necessary, participating companies may be invited to scoping workshops hosted by the Business Schools and FoodBev SETA.

Signature: _____
CEO/MD

Date: _____