



**iwf** INTERNATIONAL WOMEN'S FORUM  
South Africa

**Duke**<sup>CE</sup>  
THE FUTURE OF LEADERSHIP. NOW.



# IWFSA-FASSET Women Leadership Programme

April 2024 – March 2025

# Introduction

- The International Women’s Forum South Africa (“IWFSA”) and the Financial and Accounting SETA (“FASSET”) partnered to deliver the Women in Leadership Programme or Women Legacy Programme (“WLP”)
- This programme is aimed at developing 1000 women in the financial sector over a 3-year period (1 October 2022-30 September 2025)
- Duke University’s, Duke Corporate Education (“Duke CE”) has been appointed as the education and implementation partner
- The WLP was pioneered by 65 women from diverse backgrounds who graduated as trailblazers
- Phase 1 started in February 2023 with 160 participants with Phase 2 having commenced in April 2023 with 320 participants
- Applications for Phase 3 opens 30 September 2023 and will commence in April 2024

## Programme Overview

- The Programme comprises an Executive Development Programme (“EDP”) and a Middle Management Development Programme (“MMDP”)
- Both programmes are aimed at addressing the challenges experienced by women in Management and Leadership positions
- The Programmes comprise a series of academic modules, conversations with experts in Intersessions, group coaching, an Action Learning and Research Project
- It includes an international benchmark and networking study, which consists of a global immersion experience for EDP participants and an African immersion for the MMDP participants
- A key component of the Programme is the one-on-one mentoring by globally acclaimed and successful women leaders who are members of or associated with IWFSA
- The Programme, designed to nurture and empower aspiring women leaders, has already seen remarkable growth and development amongst its pioneer graduates and current participants



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## About IWFSA

Developing Next Generation Women Leaders

- IWFSA is the SA chapter of the International Women's Forum ("IWF"), a global organisation comprised of over 7800 pre-eminent women leaders from 34 countries across 6 continents
- We connect women leaders across every professional sector in support of each other
- Have a common mission of advancing women's leadership and championing equality worldwide
- IWF is the only organization of this scale that builds significant relationships between C-level women across countries and careers
- IWFSA is inspired to be the voice of women leaders who bring change and be the catalyst for ethical leadership
- IWFSA membership are all accomplished women leaders and have nationally and internationally identifiable track records
- Our core objective is to nurture and develop a pipeline of the next generation of women leaders through targeted Leadership Development programmes, mentoring and coaching

## About FASSET

as Sponsor

- FASSET is the Sector Education and Training Authority (SETA) for the Finance, Accounting, Management Consulting and Other Financial Services sector
- It facilitates the achievement of world-class finance and accounting services skills
- The lack of women representation in senior management roles is evident from research conducted by FASSET
- CEO of FASSET, Ms. Ayanda Mafuleka, is driven by a passion for empowering young women in the financial sector and inspiring others to Pay It Forward
- Under her leadership, FASSET committed to sponsor and fund #1 000 bursaries for the EDP and MMDP under the WLP over 3 years
- Graduates from the EDP are encouraged to become mentors for participants in the MMDP and create a powerful chain reaction of positive change
- The Department of Higher Education and Training fully supports this initiative. DHET understands and values the role of women in the labour force and future economic growth

## About Duke CE

as Education Partner

- The Financial Times has ranked Duke CE as #1 worldwide in custom executive education in the 2023 Executive Education Ranking
- This #1 ranking places Duke CE as the best in its class in teaching methodology, programme design and customer satisfaction
- Duke CE serves as the Executive Education Arm of the Fuqua Business School of Duke University
- Led by South African female, Ms Sharmla Chetty, as Global CEO of Duke CE, she embraces and encourages other senior women leaders with a simple idea: "We rise by lifting others"
- Their primary differentiator is an immersive, locally relevant, but globally inspired leadership experience engineered for impact
- The Academic Programme, coupled with a global immersion, is uniquely crafted by Duke CE to provide a world-class learning experience to all our participants
- The WLP has access to global thought leadership and educators through this global partner



# Executive Development Programme (EDP) Overview

## PARTICIPANT PROFILE

The EDP Programme is open to women senior managers who are:

- South African Citizen by Birth
- Possess at a minimum an NQF 7 or equivalent qualification
- Possess at least five years of senior management experience
- Hold any senior management role with an employer registered with FASSET or hold a financial professional designation (e.g., CIMA, CA SA, CFA) and is in a senior management role across any organisation, including PSET institutions
- In a position to secure a letter from the employer confirming the current job title and support for participation in the programme

## BENEFITS

- Enhance your organisation's ROI and business strategy
- Engagement in dynamic discussions, cultivating exponential thinking crucial for transformative business outcomes
- Promotes Diversity, Equity and Inclusion and Empowers participants
- Positioning your organisation at the forefront of positive change and strategic growth
- A profound journey of personal growth within a corporate context
- Impactful networking sessions, forging connections with accomplished peers and mentors who shares your drive for success
- Tailored executive coaching guides participants through their leadership journey
- International travel adds a global perspective to leadership toolkit
- Transformative experience to sharpen ones skills, expand your horizons, and elevate your career trajectory as a dynamic and empowered woman leader

## PROGRAMME OUTLINE

### Academic Modules

- Self Mastery and Self Leadership
- Leading Diversity, Equity and Inclusion
- People Management
- Future Strategy
- Leading ESG
- Working in and With Boards

### Intersessions:

- Women leading globally
- Power of the unconscious
- Powerful, courageous conversations
- Leader as Coach
- Social Capital
- Brand Presence

### Group Coaching

- 4 group coaching sessions per cohort

### Individual Mentoring

- 2 individual mentoring sessions with an IWFS member or associate

## Global Immersion

- 6 Days in a country abroad
- Company visits to focus on economic growth and sustainability, the role of women in the financial sector and society and the targeted approach to the development of current and future skills for women in C-Suites and Boards



# Middle Management Development Programme (MMDP) Overview

## PARTICIPANT PROFILE

The MMDP Programme is open to women managers who are:

- South African Citizen by Birth
- Possess at a minimum an NQF 6 or equivalent qualification
- Possess at least three years of management experience
- Hold any management role with an employer registered with FASSET or hold a financial professional designation (e.g., CIMA, CA SA, CFA) and in a management role across any organisation, including PSET institutions
- In a position to secure a letter from the employer confirming the current job title and support for participation in the programme

## BENEFITS

- Cultivating a robust pipeline of skilled middle managers, nurturing their potential to contribute to future executive levels or entrepreneurial endeavours
- Equipping participants with the skills and perspectives needed to drive transformative business outcomes
- Embracing of dynamic discussions and exponential thinking, enhancing ones leadership prowess
- Powering of holistic leadership as participants delve into neuroscientific insights and self-mastery techniques while honing ones authentic leadership style
- Will aid you in navigating the digital age strategically, harnessing technology's potential to innovate in the ever-evolving financial sector

## PROGRAMME OUTLINE

### Academic Modules

- Neuroscience of self-leadership & self-mastery
- Allyship
- Management consulting
- Leading from the middle
- Leading with influence
- Work-life balance as a leader

### Intersessions:

- Women leading in Africa
- Brand presence
- Digital disruption in the financial sector
- Courageous conversations
- Conflict resolution and negotiations
- The Value of Networks

### Group Coaching

- 4 group coaching sessions

### Individual Mentoring

- 2 individual mentoring sessions with an IWFSA Alumni

## Global Immersion

- 4 Days in a country in Africa
- Company visits to focus on economic growth and sustainability, the role of women in the financial sector and society and the targeted approach to the development of current and future skills for women in the labour market

# Application Process

01

Applications will be opened till 30 November 2023.

02

Applications will be screened and shortlisted applicants invited to a 30 minute interview.

03

Successful applicants will be verified by FASSET for all programme entry requirements.

04

Successful applicants to sign bursary agreement with IWFSA and register with Duke CE.

05

Registered Participants to be invited to a launch in March 2024. Programme scheduled to commence in April 2024.

## Join the IWFSA Alumni on successful completion of the Programme

- To leave a lasting legacy, the IWFSA Alumni was formed and launched recently as part of South Africa's Women's Month
- Alumni membership is open to all participants who successfully completed the IWFSA FASSET WLP
- Opportunity to serve as mentors and coaches with a responsibility to mentor future participants of emerging women leaders and, in this way, "lifting as they rise"
- Alumni members will have access to opportunities for professional networking, continuous learning, mentorship and mentoring opportunities, while leveraging on the professional capital of peers and influential industry leaders, enabling them to pivot and shape their career trajectory
- As a member of the Alumni Network, WLP participants will gain leadership insights and be equipped with the tools to lead and engage in a rapidly evolving global market to meet the demands of future institutions

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