



# African Women in Digital Leadership

Today, every business is, in part, a digital business. In every industry, traditional business models and processes are being transformed by the spread of new digital technologies and the rise of new disruptive threats.

A partnership and collaboration between SmartDigital Solutions and the African Management Institute, African Women in Digital Leadership offers a series of practical learning tools and experiences designed to empower women managers in Africa's digital space to effectively lead themselves and their teams.

## A Series of Learning Experiences & Practical Tools

Designed for women leading others in the information and communication technology (ICT) space, SmartDigital Solutions and AMI is offering a customised series for women in the sector, including:

- **Online Learning & Community** - An online community with 12 months of access to AMI's online platform and mobile app with courses and practical tools to help you implement what you're learning
- **Digital Leadership Forums**- A series of 90-minute panels in which leading industry experts will cover current hot topics in the digital arena.
- **ICT Leadership Masterclasses** - A series of five interactive masterclasses (2 hours each), facilitated by ICT industry experts to equip you to lead in the digital age
- **Management Development Programme** - A specialized version of AMI's six-month Management Development Programme focused on digital leadership, including four 90-minute virtual Learning La

## A learning network of African women in digital leadership:

- A free online community of women leaders with access to AMI's library of learning resources.
- Regular forums led by industry experts.
- A series of 2-hour interactive masterclasses that will equip you to understand and lead in the digital age.
- A specialized version of AMI's six-month Management Development Programme focused on digital leadership.

## Management Development Programme in Digital Leadership

The tech industry's combination of fast pace, diverse and dispersed teams, competition and interdependence makes it a truly unique and dynamic environment, requiring a distinct set of leadership skills. It requires leaders who can manage themselves effectively, empower their teams, build accountability and drive performance. Leaders in this space need to:

- Empower their team to take ownership of their work
- Influence without authority
- Build cohesion in a dispersed team
- Use their leadership story to inspire others
- Help their team to prioritise and manage their time well, drawing on appropriate apps
- Provide feedback in an honest and developmental way
- Navigate meeting / project spaces with dominant and difficult personalities

Based on AMI's Management Development Programme, this specially designed 4-6 month programme is built for women leaders in the digital industry. Focusing on the things that you can do differently as a leader to inspire and empower your team, the learning is underpinned by research around how adults learn and grow. The programme is designed to equip you with skills and practical management tools that lead to real change and improved performance in your unit, department, and organisation.

## Digital Leadership Series Masterclasses

To provide deep perspective in the digital arena, the programme is augmented by the Digital Leadership Series Masterclasses, to which all participants will receive complimentary access. These are webinars facilitated by industry experts that will focus on digital transformation topics\*, such as:

- Empowering your team to perform in the digital era
- Developing a digital strategy for your business
- Digital technologies and trends: internet of things, big data and machine learning
- Digital technologies and trends: cyber security and internet governance
- Creating platform strategies

\*Topics are illustrative and will be finalised based on demand

## Structure of the Management Development Programme in Digital Leadership:

The programme consists of virtual learning labs, online courses and tools, and practical activities including a Change Challenge mini-project. The outline is as follows:

### ▶ Month 1: Learning Lab 1 (90 minute webinar)

**Theme:** “How can I support my team to get things done?”

#### **Courses/topics covered:**

- What is my role as a manager?
- How to influence without authority
- Empowering my people to take ownership of their work

### Month 1 – Masterclass 1 (2 hour webinar): Digital technologies and trends

### ▶ Month 2: Learning Lab 2 (90 minute webinar)

**Theme:** “I came back a week later and they didn’t do it... Now what?”

#### **Courses/topics covered:**

- Understanding what happened – asking good questions and listening ‘actively’
- Giving feedback and handling difficult conversations
- Motivating your team

### ▶ Month 3: Learning Lab 3 (90 minute webinar)

**Theme:** “Speaking up, sharing my story and leading others”

#### **Courses/topics covered:**

- Articulating your leadership journey and story to influence and inspire others
- The importance of speaking up
- Managing upwards –how can you manage your boss?

### Month 3 – Masterclass 2 (2 hour webinar): Empowering my team to perform better in the digital era

### ▶ Month 4: Learning Lab 4 (90 minute webinar)

**Theme:** “Building a great team”

#### **Courses/topics covered:**

- Trust and the dysfunctional team
- Managing difficult personalities and team dynamics
- Coaching conversations

### ▶ Month 5 – Masterclass 3 (2 hour webinar):

Developing a digital strategy for your business

### ▶ Month 6 – Masterclass 4 (2 hour webinar):

TBA

### ▶ Month 7 – Masterclass 5 (2 hour webinar):

TBA

## What does it cost?

### **R9800 (excl. VAT)**

This includes the five masterclasses, each valued **at R800** for attending virtually.

## Contact Information

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