

Leading Change Module

The provision of services related to the design and delivery of a x2 day module across all leadership segments: Supervisory, Middle and Senior Managers under the theme of Lead Others _ Leading Change.

Design and development of module content will take place in sound partnership between Eskom and the service provider, all content will be co-designed to ensure its relevance to the organisational context. The module/s form part of a larger leadership development programme architecture and hence it is crucial that content also aligns to the leadership capacity Eskom is required to build through the programme. It is imperative that the service provider can demonstrate how to provide connection opportunities with other content pieces across the architecture.

Levels of work content : the ability to embrace uncertainty, anticipate and drive change :-

- Supervisory Level : Change Leadership : Mobilising change agility for impact
- Middle Managers Level : Change Leadership : Implementing Change
- Senior Managers Level : Change Leadership : Steering Change

This module will be delivered within the theme LEAD OTHERS. The lead-in will be lead self and the lead-out will be the focus of lead others to set the context for deeper understanding of the implications in the organisation, by focussing on managing change within the organisation.

The learning methodology should have the requisite experiential balance between classroom based and self-directed learning content pieces to drive application of learning. Some virtual components could be built in, should it be fit for purpose.

- In cases where face-to-face learning will be utilised, inclusion of digital learning elements will also be an added advantage. Face-to-face learning will take place both at an Eskom premises, typically but not limited to the Eskom Academy of Learning and at the related Business School / learning institution of the partner.

- The final structure and content will be finalised in collaboration with the Eskom Leadership Effectiveness Unit.
- The ability to seamlessly integrate with other programme modules as an independent solution to be demonstrated.

The intent is to deliver this module to 1350 Supervisors, 1350 Middle Managers and 300 Senior Managers over the next 5 years.

Facilitators are expected to have in-depth knowledge and experience on the facilitation processes both on virtual and classroom platforms, which includes:

- Participating in the overall design and planning of the programme.
- Using appropriate facilitation methods and tools (both virtual and face-to-face) aligned to leading practice. To enable experiential learning methods to deepen the learning for participants.
- Ability to challenge mindsets of participants with thought provoking questions.