



# **HERS-SA ACADEMY 2024**

**Sunday, 25 August to Thursday, 29 August**  
**Double Tree by Hilton, Woodstock, Cape Town**



### **ABOUT HERS-SA**

Higher Education Resource Services South Africa (HERS-SA) is a registered Non-Profit Organisation (NPO). It was founded to address the critical shortage of women in senior positions in the Higher Education (HE) sector in South Africa. Our activities include, inter alia, professional development workshops, advocacy, research, coaching, mentorship and networking opportunities, and our premier event, the HERS-SA ACADEMY. All these activities are aimed at women who currently hold a leadership position in a HE institution or who wish to prepare for leadership position in a HE institution.

## DRAFT PROGRAMME

THEME: SUCCESSION PLANNING FOR SUSTAINABLE HIGHER EDUCATION.

<b>Date and theme</b>	<b>Time</b>	<b>Activity</b>
<b>Sunday, 25<sup>th</sup> Of August 2024</b>  Get to know and connect with powerful leaders in and outside the sector	<b>12h00 - 13h30</b>	<b>Registration</b>
	<b>13h30 – 13h45</b>	<b>Opening and Welcome</b>  <b>Dr Soraya Beukes</b> Chairperson HERS-SA
	<b>13h45 - 14h00</b>	<b>Academy Programme Overview</b>  <b>Brightness Mangolothi</b> Director HERS-SA
	<b>14h00– 15h45</b>	<b>Networking – Speed introductions to broaden our network</b>
	<b>15h45 – 16h00</b>	<b>Tea Break &amp; Networking</b>
	<b>16h00 – 17h00</b>	<b>Opening Guest Speaker</b> <b>Feminist Institutionalism in South Africa</b>  <b>Prof Amanda Gouws</b> Professor Stellenbosch University
	<b>17h00 – 18h00</b>	<b>BREAK</b>
	<b>18h00 - 20h00</b>	<b>Formal Dinner</b> <b>Dinner Guest speaker</b>  <b>Dr Naomi Lumutenga</b> Director HERS-EA (East Africa)
	<b>08h30 - 09h30</b>	<b>A national perspective on changes in higher education and the role of higher education leadership in the attainment of SDGs</b>

<b>Monday, 26<sup>th</sup> of August 2024</b>  Women's leadership and changes in the sector		<b>Prof Chris Nhlapho</b> Vice-Chancellor Cape Peninsula University of Technology
	<b>09h35- 11h00</b>	<b>Reflection on succession planning for sustainable higher education</b>  <b>Dr Ronel Retief</b> Registrar Stellenbosch University  <b>George Mvalo</b> Director: Social Justice and Transformation Vaal University of Technology  <b>Odette Ramsingh</b> Senior Director: Human Resources Sefako-Makgatho University
	<b>11h00 – 11h30</b>	<b>Tea Break &amp; Networking</b>
	<b>11h30 – 13h00</b>	<b>International perspective on women’s experiences and how we can collaborate to create a sustainable higher education</b>  <b>Prof Bernadine Idowu</b> Associate Professor: School of Biomedical Sciences University of West London  <b>Dr Diana Ntamu</b> Director, Entrepreneurship, Innovation and Incubation Centre Makerere University  <b>Dr Naomi Lumutenga</b> Director HERS-EA
	<b>13h00 – 14h00</b>	<b>Lunch &amp; Networking</b>
	<b>14h00 – 15h00</b>	<b>Master class on women’s leadership</b>  <b>Dr Sharon Munyaka</b> Organisational Psychologist Sharon Munyaka Incorporated
	<b>15h00-15h15</b>	<b>Tea Break &amp; Networking</b>

	<b>15h15 – 16h15</b>	<b>Master class on women’s leadership</b>  <b>Dr Sharon Munyaka</b> Organisational Psychologist Sharon Munyaka Incorporated
	<b>16h30 – 16h50</b>	<b>Delegates Group Photo</b>
	<b>17h15 – 18h00</b>	<b>Zumba Dancing Class</b>
	<b>18h30 - 20h30</b>	<b>Formal Dinner and Networking Leadership</b>  <b>Prof Linda Ronnie</b> DVC: Teaching and Learning (Acting) University of Cape Town
<b>Tuesday, 27<sup>th</sup> of August 2024</b>  A multi-lenses perspective on leadership	<b>08h30 – 10h00</b>	<b>Café Conversation</b>  <b>Women leaders perspectives</b>
	<b>10h00 – 10:30</b>	<b>Tea Break &amp; Networking</b>
	<b>10h30– 12h10</b>	<b>Gender Equality Plans – Core Elements for Structural Change in Higher Education</b>  <b>Prof Britta Thege</b> Head of the Institute for Interdisciplinary Gender Research and Diversity Kiel University of Applied Sciences, Germany  <b>A Gendered Lens Towards Sustainable Universities</b> <b>Dr Zethu Mkhize</b>  Director Transformation Stellenbosch University
	<b>12h15 – 13h15</b>	<b>Women Support Service experiences</b>  <b>Masentle Lengane</b> Director: Employment Equity and Transformation University of South Africa

		<p><b>The role of NRF in advancing succession planning and sustainable higher education</b></p> <p><b>Prof Thandi Mgwebi</b> Group Executive: Business Advancement NRF</p>
	<b>13h05 – 14h05</b>	<b>Lunch &amp; Networking</b>
	<b>AFTERNOON FREE</b>	
<p><b>Wednesday 28<sup>th</sup> of August 2024</b></p> <p>Career Advancement for Women in Higher Education</p>	<b>08h20 - 10h00</b>	<p><b>Career path journeys &amp; options in the Higher Education Sector</b></p> <p><b>Prof Boitumelo Molebogeng Diale</b> Professor of Educational Psychology &amp; Educational Psychologist University of South Africa</p> <p><b>Dr Nita Lawton-Misra</b> Registrar University of the Western Cape</p>
	<b>10h00 – 10h30</b>	<b>Tea Break &amp; Networking</b>
	<b>10h30 – 12h00</b>	<p>Coaching and Mentorship and Reflection</p> <p><b>Dr Paddy Pampallis</b> CEO Integral Africa Institute</p> <p><b>Prof Christa Grobler</b> Executive Dean: Faculty of Applied and Computer Sciences Vaal University of Technology</p>
	<b>12h00 – 16:00</b>	<b>Choose &amp; Attend 1 Parallel Workshop:</b> Academic Tract Support Service Tract
	<b>12h00 – 13h00</b>	<p><b>Career Management Considerations for Support Services Staff</b></p> <p><b>Daisy Selematsela</b> Director Libraries University of Witwatersrand</p>

		<p><b>Career Management Considerations for an Academic Staff</b></p> <p><b>Prof Anthea Rhoda</b> DVC: Teaching and Learning University of Free State</p>
	<b>13h00 – 14h00</b>	<b>Lunch &amp; Networking</b>
	<b>14h00 – 16h00</b>	<p><b>Choose &amp; Attend 1 Parallel Workshop cont.:</b></p> <p><b>Career Management Considerations for Support Services Staff</b></p> <p><b>Dr Daisy Selematsela</b> Director Libraries University of Witwatersrand</p> <p><b>Career Management Considerations for an Academic Staff</b></p> <p><b>Prof Anthea Rhoda</b> DVC: Teaching and Learning University of Free State</p>
	<b>18h00 - 20h00</b>	<b>Fun Dinner Burger Building Night Prizes Galore</b>
<b>Thursday, 29<sup>th</sup> of August 2024</b>	<b>07h30 - 08h20</b>	<p><b>Residential Delegates:</b> Check out of room &amp; place luggage in storage at the Reception Desk</p>
Integration & Closure	<b>08h30 – 10h00</b>	<p><b>Applying for your senior leadership job: Unpacking the dos and don'ts, including the preparation for an interview</b></p> <p><b>Vuyokazi Dwane</b> Senior Director: Human Resources Cape Peninsula University of Technology</p>

	<b>10h00-10h20</b>	<b>Tea Break &amp; Networking</b>
	<b>10h20 – 11h20</b>	<p><b>Future world of work and how it impacts our existence in HE</b></p> <p><b>Prof René Pellissier</b>  Professor of research and innovation  CHEC Higher Education Leadership Development (HELD)</p>
	<b>11h20– 12h40</b>	<p><b>Self-care: You are okay, but stuff that happened to you wasn't!</b></p> <p><b>Ziyanda Mavumengwana</b>  Clinical Psychologist and Author  Ziyanda Mavumengwana</p>
	<b>12h45 – 13h00</b>	<p><b>Where to from here? Evaluation</b>  Aha moments and a vote of thanks!</p> <p><b>Brightness Mangolothi</b>  Director  HERS-SA</p>
	<b>13h00-14h00</b>	<b>Closing Lunch</b>
Awards evening	<b>17H00 for 17h30</b>	<p><b>HERS-SA HIGHER EDUCATION WOMEN'S AWARDS</b>  Dress Code – Formal – Black Tie</p>



**ADVANCEMENT OF WOMEN LEADERS IN  
HIGHER EDUCATION  
[www.hers-sa.org.za](http://www.hers-sa.org.za)**

