



Executive Education: Keeping you on top of your game

Christine-Rita Abankwah

Executives across the management hierarchy must adopt a culture of lifelong learning if they are to compete in the ever-changing competitive environments in which they operate. This entails committing to constantly refining their skills, increasing their knowledge and building their professional capabilities. While many already have postgraduate qualifications, the nature of business knowledge is that it constantly changes and adapts to global trends and industry developments. Therefore, in order for any organisation to become- or indeed remain- the forerunner in its game, its workforce must be enhanced through executive education.

“Executive education is an important component of management development,” says HP-GSB Manager of Executive Education and Training Cynthia Kauami. “It is a channel for strengthening the skills of business leaders and preparing them to face their varying roles in the ever-changing world. Management development in its various forms represents a strategic element of any organisation, both to develop the competency of the managers and to enable the organisation to reach its goals. The focus of the HP-GSB’s executive education offering covers three distinct capability types: business acumen, performance management, and organisa-



HP-GSB Manager of Executive Education and Training Cynthia Kauami.

“Theory indeed forms the foundation for learning within the academic environment. However, our approach is to ‘bring

the theory to life’ by applying it to the reality faced in business operations, whether it be at a strategic, tactical or operational level. This happens effectively in our workshops that include action learning, interaction with experienced faculty, peer learning and networking, and discussions,” says Kauami.

The workshops offered are in line with needs expressed by organisations, as well as topics of strategic relevance to any organisation.

“We maintain a global outlook in the content offered, to provide a broader spectrum to the participants. Equally important is the implementation of content learned and how it can yield evident financial and non-financial results for organisations, and this implies contextualising the material through case studies, practical examples relating to local scenarios and group discussions,” Kauami adds.

This streamlined approach yields executives who have a global consciousness and expertise, and can apply these tools to boost the productivity of Namibian organisations.

“To enhance the relevance of these programmes to Namibia, one of our strategic priorities is to be in constant dialogue with the various local industries and sectors, to find sustainable solutions to the issues encountered in their daily operations, and in implementing their projects,” Kauami says.

She adds that the school’s facilitators are

experts in their respective areas and are sourced locally, regionally and internationally.

“They have the required academic qualifications and extensive experience in the public and/or private sectors and academia. This is demonstrated in their competence and ability to blend theory and practice, incorporating case studies in teaching and engaging in cerebral discussions that add value to participants,” she explains. The HP-GSB offers international-level workshops for managers and leaders seeking to equip themselves with the skills necessary to compete in the dynamic business world. The programmes focus on practical areas that people face in their daily working lives, exposing participants to globally accepted best practices that are juxtaposed with the Namibian setting. Programmes are conducted over 2- 3 days and include: Strategic Project Management, Business Strategy and Operational Execution; Visionary Transformational Leadership; Networked Government World; How to Manage Innovation Risk; Talent Management: A Strategic Priority, and many others. The programmes are at NQF levels 8 and 9. Information on programme offerings is communicated regularly on HP-GSB’s various online platforms.

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