



## 2024/25 INTERNATIONAL LEADERSHIP DEVELOPMENT PROGRAMME (ILDP)



### NOMINATION FORM

### ABOUT THE W&RSETA INTERNATIONAL LEADERSHIP DEVELOPMENT PROGRAMME

The Wholesale and Retail SETA's (W&RSETA) International Leadership Development programme (ILDP) is designed to develop impactful and responsible leaders for the Wholesale and Retail Sector in South Africa. This fully funded programme exposes high potential leaders who have been earmarked for senior or executive leadership from the W&RSETA's companies to global retail best practice, leading faculty on the functional areas of business and specially crafted engagements and experiences. Delegates are required to apply their learnings to identified sectoral challenges in the domestic retail sector in support of the W&RSETA's goal to foster economic development and job creation. The programme which is the SETA's contribution to transforming the Wholesale and Retail Sector, also builds a network of empowered executives that can leverage each other's experiences to improve their own companies' strategic sustainability while responding to urgent economic and social challenges.

Delegates are nominated onto this executive development programmes accordingly with their respective companies' talent development and management processes. Acceptance to the programme is subject to the formal selection process and confirmation by the appointed university/business school and the W&RSETA.

The accredited programme which incorporates local and international in-market immersions and are immensely assessed. Delegates require the commitment of personal time as well as time away from home and office whilst on the programme. A significant amount of time will also be devoted to after-hours syndicate work.

The prestigious ILDP exposes recognised high potential leaders from historically disadvantaged groups to wholesale and retail best practice both locally and internationally, leading faculty on the functional areas of business and specially crafted engagements and experiences. During the programme, delegates are immersed in in-market experiences to accelerate their business insights and learn directly from global business leaders.

This programme has been specifically designed for the W&RSETA to meet the needs of the Wholesale and Retail Sector and combines academic rigour and practical implementation.



## OBJECTIVES OF THE ILDP

- Increase the talent pipeline of highly promotable leaders. Create cohesiveness in the sector which will address the problem of other sectors poaching key people.
- Create “champions” for the sector through highly visible, successful young leaders who can influence other leaders and young people. Builds a pool of alumni able to serve as mentors to future participants
- Progress thinking on key industry topics by engaging a broader group of stakeholders through the means of industry challenges that must be solved by delegates.
- Create awareness of the South African Wholesale and Retail Sector internationally and potentially create business opportunities.

## SECTION 1: PROGRAMME DETAILS

Please tick with X

|  |  |
|--|--|
| Does the candidate have a valid passport (Attach copy)               |  |
| Is the nominating company registered as a levy payer of the W&RSETA? |  |

**\*Previous delegates are not eligible for nomination**

## SECTION 2: COMPANY DETAILS

|                     |  |
|---------------------|--|
| <b>Company Name</b> |  |
| <b>Levy Number</b>  |  |

## SECTION 3: PERSONAL DETAILS

This section must be completed by the nominating manager or nominee (director of a company). A copy of the candidate’s **Identity Document** and **Curriculum Vitae** must be provided with the nomination.

|  |  |
|--|--|
| Title  |  |
| Surname  |  |
| First Names (as it appears on the ID)  |  |
| Preferred Name   |  |
| Gender   |  |
| Date of Birth  |  |
| Race   |  |
| ID Number (attach ID Copy)   |  |
| Nationality  |  |
| Do you have a disability (please indicate the nature of the disability)                                |  |
| Please indicate any special needs required during the programme, including the international immersion |  |



## Section 4: CONTACT DETAILS – NOMINEE

|                                     |  |
|-------------------------------------|--|
| Cell phone number                   |  |
| Cell Phone number (Alternative)     |  |
| Telephone Number                    |  |
| E-mail Address                      |  |
| Work Address                        |  |
| Physical Address                    |  |
| <b>Nominating Manager's Details</b> |  |
| Name and Surname                    |  |
| Position                            |  |
| Cell Phone Number                   |  |
| Telephone Number                    |  |
| E-mail Address                      |  |

## Section 5: CURRENT EMPLOYMENT

All fields in this section are compulsory. This information is used by the W&RSETA to verify the details of the organisation and the experience of the candidates.

|   |  |
|---|--|
| Name of Employer  |  |
| Address   |  |
| Management Level (Manager/Senior Manager/ (specify other)   |  |
| Number of years in the Wholesale and Retail Sector  |  |
| Total combined years of service at management level   |  |
| Indicate talent developmental plans for promotion to senior or executive position in short term after completion of programme |  |

## Section 6: WORK EXPERIENCE

All fields in this section are compulsory.

|  |  |
|--|--|
| Indicate total years of work experience  |  |
| Indicate total years of experience in management   |  |
| Details of the candidate's involvement in strategic planning and/or decision making within the company |  |
| Candidate's responsibility in managing a team  |  |
| Indicate key highlights and achievements as a senior manager in the past 5 years                       |  |
| Please provide a detailed CV   |  |



## Section 7: EDUCATION INFORMATION

This information is required to determine eligibility of the candidate against the minimum requirements for the programme.

|   |  |
|---|--|
| Highest qualification                                 |  |
| NQF level of qualification                            |  |
| Name of qualification (attach proof of qualification) |  |
| Name of Institution                                   |  |
| Year obtained   |  |

## Section 8: MOTIVATION

The nominating manager, on behalf of the company and candidate are required to provide a motivation for the nomination detailing the expected benefits from the programme.

**Motivation by candidate (indicate what makes you the ideal candidate for the ILDP, how the candidate and company would benefit from the programme)**



**Motivation by nominating manager (indicate what makes the nominee the ideal ILDP candidate and how they and the company would benefit from the programme in line with the company's strategic priorities and objectives)**

## Section 9: DECLARATION

This section is compulsory.

### **Candidate Declaration:**

Candidate must declare that the information provided by him/her and on their behalf is accurate.

As a nominated candidates for the 2024/25 ILDP, I commit to the following:

- Fully participate in all programme activities. All elements of the programme are compulsory.
- Fully participate in the in-residence component. Due to the workload, participants will be expected to stay over at the local business school accommodation where applicable.
- Work in a syndicate to scope the research to be undertaken both locally and internationally. Attend and participate in meetings related to the research and deliver the research paper and presentation in the format prescribed by the business school.
- Plan for and undertake local research into the business case topic allocated and crafted by the syndicate.
- Participate in social and business functions as an ambassador for South Africa, the South African



Wholesale and Retail Sector and W&RSETA. Professional conduct is always expected during the programme.

- Complete, within the agreed timeframes, all assignments required by the programme.
- Complete evaluation forms and contribute to feedback sessions throughout the programme.
- Formally present the business case to a panel of senior executives.
- Possess a valid passport for international travel.

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**Name**

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**Signature**

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**Date**

**Company Declaration:**

The nominating manager must declare that the information provided for the candidate is accurate.

**Companies must commit to the following:**

- Conclude a contract with the W&RSETA which includes a payback clause for withdrawal of delegates from the programme. No variation to the contract will be made for any company and/or delegate.
- Provide the time away from work to fully attend the local study modules and international immersions.
- Provide an enabling environment for delegates to implement relevant recommendations from the ILDP.
- Give preference to ILDP graduates for growth opportunities.

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**Name**

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**Signature**

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**Date**

**Consent to Process Information in terms of the Protection of Personal Information Act, 4 of 2013:**

By making this submission, both the company and candidate consent to:

1. Give express permission to the W&RSETA and the appointed institution to collect, process, store and distribute personal information for purposes limited to the nomination and participation in the programme.
2. Retain my right to the privacy and the right to have my personal information processed within the confines of the law.
3. The use of my personal information for reporting purposes by the W&RSETA and the appointed institution within the confines of the law.



## Section 9: DECLARATION

| Name               | Surname | Date | Signature |
|--------------------|---------|------|-----------|
| Candidate          |         |      |           |
| Nominating Manager |         |      |           |

## ILDP – “Leadership Reimagined”

