

Disruptive Leadership

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Purpose

The programme intent:



Many managers struggle with the shift from managing processes to leading people effectively.

Disruptive Leadership bridges this gap by equipping mid-level leaders—often caught between executing daily tasks and driving strategy with confidence. If you are an **emerging leader, team/mid-level manager**, and often feel stuck between these two worlds; the challenge you are experiencing is defined as the “**missing middle**” of leadership; where managers are relied upon to deliver outcomes but not always given the tools to evolve into confident, people-first leaders.

The **Disruptive Leadership Programme** is designed to empower and inspire you to lead with agility. Across 30 weeks and eight transformative themes, the programme equips participants to build essential capabilities in **emotional intelligence, collaboration, problem-solving, analytical thinking, resilience and social influence** – skills mirrored in the World Economic Forum’s: Future of Jobs Report, 2025.



Target Audience

The course is aimed at:



This programme is geared towards **emerging leaders, mid-level managers and entrepreneurs leading teams in dynamic environments.**

Through **blended learning** and **real-world assignments**, leaders practice applying new capabilities directly in their workplace, allowing learners to embed their learning.

The result?

- Leaders transition from **task-focussed** managers to **strategic influencers**.
- Learning **applied** on the job, driving **measurable workplace improvements**.
- Participants gain **a global** future-of-work **perspective**.
- Leaders emerge **resilient, adaptable and performance-driven**.



Themes of Learning

The course is centered around:

Eight themes of learning; each developing **essential skills needed** to navigate the **complex, technology-driven environments** we operate in.

Our themes **transcend cultural boundaries**, ensuring **relevance** and applicability across **global contexts**.



Introduction to
Disruptive
Leadership

Building Your
Leadership Identity

Leading Collaborative
Teams

Developing Key
Leadership Skills

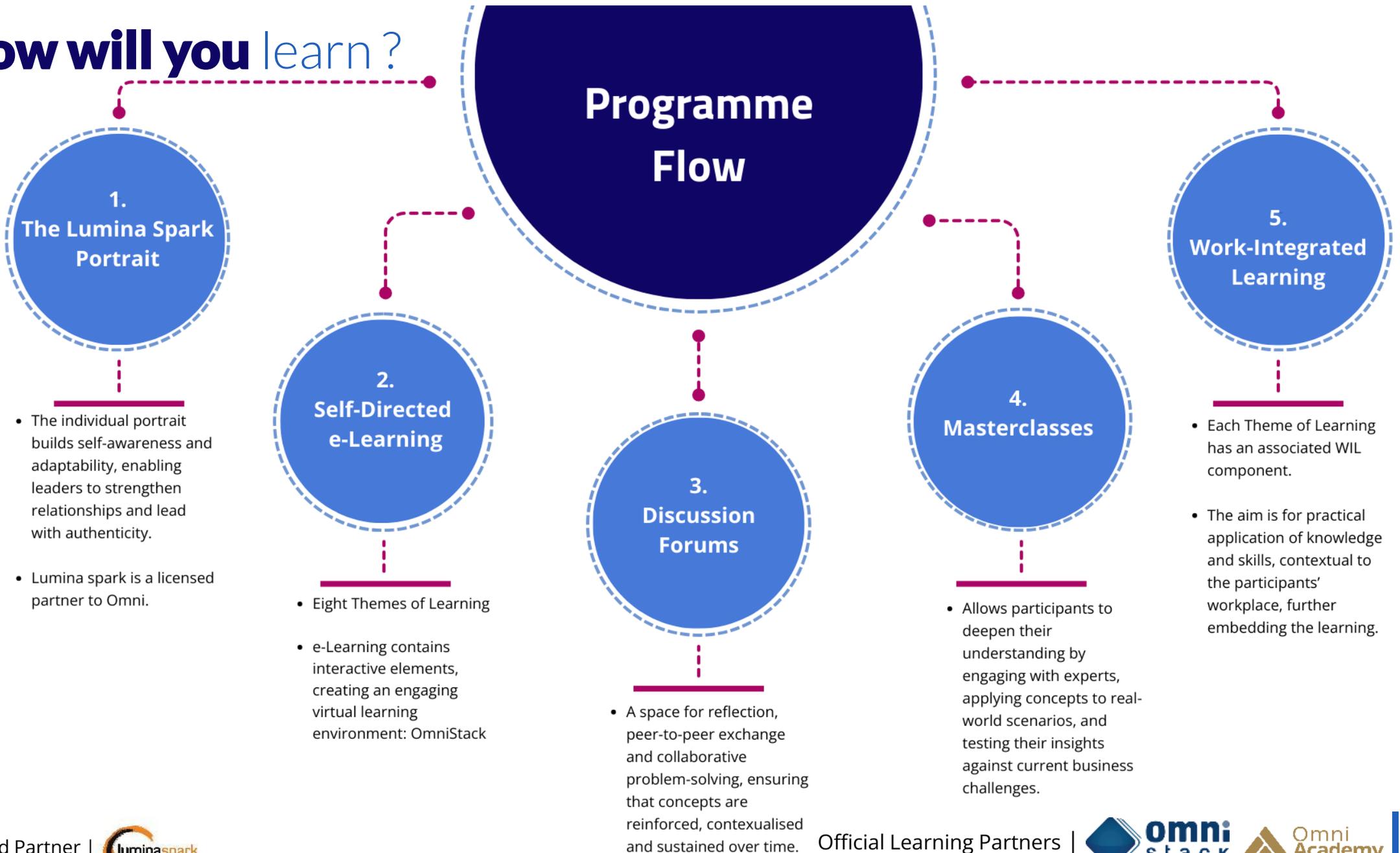
Leading Change and
Decision-Making

Leading People with
Diversity

Leading the Future World
of Work

Authentic Thought
Leadership

How will you learn?



Programme Outline

This programme contains **8 Themes** of Learning in **30-weeks**.

■ Course Outcome

This **foundation** module sets the stage for your leadership journey by orienting you to the programme and introducing tools that will support your growth as a disruptive leader.

- Gain familiarity with **OmniStack**, the virtual learning platform.
- **Programme expectations** : required time investment across the key learning components within the Disruptive Leadership programme.
- Develop an **individualized Lumina Spark psychometric profile** for deeper self-awareness.
- Build a **Personal Development Plan** to serve as your leadership “north star.”

Impact: You will leave with a clear **roadmap for your personal growth**, equipped to lead with confidence and purpose.

01

Learning Programme

Introduction to Disruptive Leadership



■ Course Outcome

This module strengthens your **self-awareness** and equips you to develop an authentic leadership identity.

- Understand and manage your **emotional framework** (self-awareness, regulation, empathy, motivation, social skills).
- Recognize the importance of **ethical leadership** traits and behaviours.
- Explore how **authentic leadership** enhances ethical decision-making.

Impact: You will **build a leadership identity** that inspires trust and drives impact through authenticity.

02

Learning Programme

Building your Leadership Identity



■ Course Outcome

This module develops the **creative, innovative, and problem-solving** skills required to thrive in a fast-changing environment.

- Strengthen **creativity and innovation** to drive solutions.
- Apply **complex problem-solving** for Industry 4.0 challenges.
- Learn to **leverage data** effectively in **decision-making**.

Impact: You will be equipped to tackle **complex challenges** with **innovative solutions** that deliver real results.

03

Learning Programme

Developing Key Leadership Skills



■ Course Outcome

Collaboration is at the heart of **modern leadership**. This module equips you to lead diverse teams with purpose, agility, and effectiveness.

- Build **collaborative workplaces** rooted in trust and shared purpose.
- Master **conflict resolution** and **negotiation** techniques.
- Lead **cross-functional teams** to deliver strategic execution.

Impact: You will learn to transform groups into **high-performing teams** capable of solving complex problems quickly and effectively.

04

Learning Programme

Leading Collaborative Teams



■ Course Outcome

Change is constant. This module equips you to **lead with resilience** and make rational, **impactful decisions** during uncertainty.

- Strengthen **personal resilience** to thrive during change.
- Apply models of **organisational change** and the change curve.
- Use **cognitive frameworks** for rational decision-making.

Impact: You will gain the confidence to **lead change decisively** and turn uncertainty into opportunity.

05

Learning Programme

Leading Change And Decision-Making



■ Course Outcome

This module develops your ability to **lead, manage, and influence diverse teams** in today's volatile and complex environments.

- Apply **servant and situational leadership** frameworks effectively.
- Navigate the **dimensions of diversity with inclusivity** in mind.
- Develop **people management strategies** aligned with Industry 4.0.

Impact: You will unlock the power of **diversity and inclusion** to build stronger, more adaptable teams.

06

Learning Programme

Leading People With Diversity



■ Course Outcome

This module prepares you for the future by equipping you with **21st-century leadership skills** that embrace technology, data, and evolving customer needs.

- Develop critical, creative, and **computational thinking** skills.
- Harness **information technologies and Industry 4.0** solutions.
- Build **customer trust through innovative**, customer-centric experiences.

Impact: You will be ready to lead in a **digital-first world**, where trust and innovation define success.

07

Learning Programme

Leading The Future World Of Work



■ Course Outcome

This module challenges you to step into the role of a **thought leader** who influences, inspires, and drives organisational transformation.

- **Apply insights** from previous modules to real-world challenges.
- **Strengthen your ability** to challenge the status quo and **drive innovation**.
- **Practice** authentic influence through **practical case studies** and **masterclasses**.

Impact: You will emerge as a **confident thought leader**, ready to inspire others and shape the future of your organisation.

08

Learning Programme

Authentic Thought Leadership



Admission requirements



English language

Good grasp of English (reading, written and spoken) .



Computer literacy

Laptop or Desktop computer is recommended for a seamless learning experience in our virtual learning environment.



Leadership incumbent

- Currently holding an emerging or mid-level management position.
- Entrepreneurs leading teams.
- Participants in talent development or success planning pipelines.

Programme Investment



Intake dates:

- 9 February 2026



Course Duration :

- 30 weeks



Time investment :

- Self-Directed learning: between 2 to 5-hours p/week for each Learning Programme.
- Discussion Forums: monthly.
- WIL Assessment: no time estimation.
- Masterclass: 2-hour p/month



Certificate:

- On successful completion of mandatory requirements, you will receive a Certificate of Completion.



Financial investment:

- ZAR 45,000
- EUR 2200 (exchange rate estimate)
- USD 2600 (exchange rate estimate)



Terms and Conditions:

- Fees in respect of conversion rates are indicative. Exchange rates will be confirmed upon invoice.
- [View Terms & Conditions](#)

Enquiries to our: Business & Leadership Academy

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[Enroll now](#)