



Cape
Peninsula
University
of Technology

creating futures

Staff Development Academy (SDA)

VISION
**20
30**



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Project Planning Workshop

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Agenda

1. Welcome & Introductions
2. V2030
3. SDA concept
4. EM/MANCOM approval
5. TOR
6. Task Team
7. Project Plan

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Vision

CPUT is Africa's leading Smart University of Technology, globally renowned for cutting edge innovation with graduates that shape a better world for humanity

Mission

CPUT transforms its students, through world class researchers who inspire knowledge production and innovation that are cutting edge

Smart Human Capital and Talent

Smart human capital and talent ensure that we remain focused on people as our most important resource. CPUT is a living system with smart people recognised and acknowledged and having a passion and a curiosity for technology.

Goal 4

Objective 4.1:

Re-imagine the CPUT workforce performing in a technology- driven and inspired environment, having the appropriate skill sets, attitudes and ability to adjust to the notion of One Smart CPUT .

Enabler(s);

The ability of senior leadership to be decisive in terms of the profile of future employees, adjustment of recruitment, selection and induction practices to appoint the most appropriate employees

Staff that will be empowered by the University's policies and practices

Goal 4.2

Objective

Create a smart CPUT community that will contribute to a unified CPUT collective and unified identity - known for mutual respect, and a deep appreciation for diversity and issues of transformation

Enablers:

Leadership Programmes initiatives to support CPUT to create a sense of belonging and to become an employer of choice

Healthy HC practices

Current Reality!

1. Do we know how much rand value of learning we have at CPUT????
2. Do everyone know what learning we offer?
3. How do employees access the learning?
4. Do we offer the “just in Time” learning?
5. Can I develop myself in my own time??
6. Who is in control of learning?



**A SMART university
need an Academy that move
beyond
expertise.**

What is an Academy?

1. An academy is a place you go to transform your career, change jobs, learn to get promoted.
2. An Academy is a place experts go to teach, share, collaborate and advance the state of the profession.
3. An academy is a place the profession relies on to build and maintain standards, thought leadership, and new directions of the field.

What is an Academy?

4. “An Academy is a place of study to learn and always improve your professional capabilities.
5. A society or institution of distinguished scholars, artists or scientist that aims to promote and maintain standards in its particular field.
6. An academy is a place you go to update your skills and knowledge in your field on a continuous basis.

(Josh Bersin 2019)

A SMART university need an Academy that move beyond expertise.

1. Competencies- linked to development opportunities, job, and prospective careers
2. Learning at any time
3. Rewards for development
4. Learning Journey
5. New ideas- chat rooms

What can the Academy offer?

1. ONE Academy for ALL staff, all learning opportunities
2. Induction available 24/7
3. An academy goes beyond a “library of content.” It is a place people go... to advance their job-related capabilities.
4. ONE Link to apply and enquire
5. ONE source of Information
6. ONE repository for records
7. It goes beyond technical and functional skills, and focuses on the business capabilities a organisation needs to thrive.

One SMART CPUT

The Academy? Part 1?

The Human Capital: Learning and Development Department is pleased to announce our first attempt to move to ONE SMART CPUT. This platform will provide you with the training courses on offer from Learning and Development and information on all CPUT departments that offer specialised development programmes.

Please ensure you: **Log on with your Microsoft details:** <https://cputhclearninganddevelopmentstaffbookingsystem.co.za/>

BENEFITS & VALUE

- 1. Learning just in time**
- 2. Knowledge on a topic or system**
- 3. Self taught**
- 4. Coaching**
- 5. Many levels of knowledge and experience**
- 6. Constantly update**
- 7. Easy to access**

Finding your TRUE SELF- Career Models

one
SHIFT
CPUT

Traditional

Today

Career Development means upward progress

Career development means growth through new experiences

New positions are offered to me

I seek out and find new opportunities

My manager helps me plan my career

My manager, mentor and others help me find job opportunities

Development focusses on senior leaders

Development is available to everyone

My manager decides when I am ready for a new position

I decide when I am ready to change roles

Taking a new assignment

Taking a new assignment is an opportunity for growth

Architecture of an Academy (versatile/different learning modalities)

		<p>Academy capabilities: organized by functional area & strategic need Led by SME's & instruction, Mentoring and coaching Information, guidelines, processes</p>
	<p>Self Directed Learning,: recommended content anyone can author</p>	<ul style="list-style-type: none"> • Self paced • Self assessment • Self certificated
<p>Traditional Learning, L&D Led, Prospectus, wait for learning dates</p>		

Architecture: My learning Journey

LIFELONG LEARNING	LEARNING CULTURE	
Induction	24/7	See SDA example
Competencies /Capabilities	Job Profile/s Dictionary of competencies	Self assessment: Current: As is To be Aspirations PDP/ skills P Faculty/Divisi CPUT Skills I
Chat Room: new ideas, new programs Template-new ideas- new knowledge- ROI Follow Me! Share!	Learning Modalities: List of all partners/ University learning programs:e.g. L&D, Research, Fundani , CIET, CTS, GCM,etc Self Directed Learning, Alternatives-coaching/learning resources hub- articles, videos-see portal examples	<ul style="list-style-type: none"> • Self paced • Self assessment • Self certificated • Instructor led • Rewards
Performance Leadership & Engagement	Feedback-360 Values of CPUT-V 2030	Faculty/Admin/ Support Department University Skills Plan Legislative requirements: WSP/B Score Card/EE/ Talent Management



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THANK YOU!

ENKOSI!

DANKIE!

**Way Forward:
Project Planning to
cont.**

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Questions/ Clarity

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