

LICENSE TO LEAD 2027

PART 1 - AUTHENTIC LEADERSHIP

COURSE DESCRIPTION

Table of Contents

Motivation for the programme License to Lead	2
Who the course is designed for	2
Benefits for learners	2
Admission requirements	3
Benefits for employers	3
Benefits for professional bodies	3
Course Teacher	3
Structure	4
Methodology.....	4
Technology	5
Accreditation	5
Certificate	6
Learner feedback.....	6
Reviews and updates	6
Marketing and promotion	6
Enrolment.....	6
The provider.....	6
Our Partners	7
License to Lead Part 1 – Authentic Leadership.....	7
Curriculum: License to Lead Part 1 – Authentic Leadership.....	8
Appendix 1: License to Lead programme objectives, approach and outcomes.....	9

Motivation for the programme License to Lead

License to Lead empowers learners and their employers to overcome a critical global challenge which is highlighted by the research firm Gallup's State of the Global Workplace 2025 Report <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>

Some of the insights from this report are: "In 2024, the global percentage of engaged employees fell to 21%. The productivity of the world's workplace is at risk. When employees are engaged, they are more productive at work. They are absent less and produce more. They build better customer relationships and close more sales. Seventy percent of team engagement is attributable to the manager. In an era where executives and employees seem farther apart than they have been in years, team leaders are handed an almost impossible task of making it all work in the real world"

Gallup's top priority solution for this problem is "Ensure all managers (leaders) receive training" but "Manager development has declined globally in recent years, and most managers say they have not received any training for their jobs"

Anecdotal insights from client companies from various industries is that good performing employees get promoted from technical\professional roles into leadership positions. Many find it difficult to make the shift from "managing self" to "managing others", because they do not fully understand what is required from a leader and how to play that role.

License to Lead is a solution for this identified business need.

Who the course is designed for

The License to Lead programme is designed for a diverse audience with a very specific focus

- **Diverse needs:** It caters for various learners such as individuals who have recently stepped up from a technical/professional role to accept leadership responsibilities, experienced leaders who want to engage in life-long professional development, aspirant leaders who want to understand what leadership is all about and set themselves up for a promotion and anyone who is not in a formal leadership role but wants to play a part by influencing the team.
- **Operational focus:** The programme is characterized by its operational-level focus. The content is specifically tailored to the challenges and responsibilities faced by operational leaders, providing relevant scenarios and solutions that resonate with their daily work.
- **Global reach:** The programme is for all leaders worldwide and in all industries, because leadership is transferable across many boundaries. The modules are developed with a global perspective, incorporating diverse leadership insights and making them relevant to an international audience.

Benefits for learners

In the same way sports coaches select captains for their proven leadership, employers promote individuals who have already demonstrated management potential. License to Lead offers a premier platform to exhibit your capacity to lead, elevate your internal reputation, and strategically position yourself for career advancement.

Experienced operational leaders receive reminders and complete refresher activities to learn from most recent research and stay updated with modern leadership practices, keeping up with their continuous professional development.

Aspirant and new leaders recently promoted into leadership positions acquire knowledge and practical skills to effectively lead teams and projects. They also develop confidence to step up to the next level and speed up their chances for promotion as they earn certificates of achievement and prove their desire and leadership abilities in the real workplace.

On completion of accredited modules, learners can submit training credits to their professional bodies for CPD purposes.

Much of the programme impacts learners' personal lives to experience more wellness and better interpersonal relationships.

Admission requirements

Anybody who has a reasonable command of English can do the course. All you need is a mobile device or PC with a stable internet connection.

Benefits for employers

Development solutions are for employers that may not have extensive in-house training departments and larger organizations that require supplementary ongoing learning activities for leaders in operational work units, continuously reminding them of their primary leadership responsibilities and keeping them sharp through refresher modules.

Employers can also track learning progress of individual learners to gauge their commitment to self-development and motivation for leadership roles.

When enough individuals are enrolled, and their managers are engaged as coaches in practical activities, a healthy leadership culture and value system will develop among participants as they work through all 30 modules year after year.

Benefits for professional bodies

Modules that have been accredited by a recognized external authority meet strict international standards of quality assurance in education and comply with the typical requirements for CPD purposes.

Course Teacher

Pro Talent's Principal Coach is the developer and custodian of the License to Lead programme. He is a qualified educator, facilitator and assessor. He holds a master's degree in industrial psychology, and he is registered as an Industrial and Organizational Psychologist. He has 18 years' experience in executive management roles and in private practice since 2005. Focusing on

leadership development he has facilitated the group attendance version of License to Lead programs to more than 700 learners from a variety of industries in different countries.

Structure

License to Lead is designed for busy people who can effectively use every short opportunity to learn anywhere and anytime. Content is delivered in bite-size modules and although it takes only about 30 minutes to complete the online activities, learners can stop anytime and proceed again when they have time.

Each module focuses on one dimension and consists of the following activities.

- A scenario-based simulation exercise to apply this dimension in a safe environment and receive coaching feedback on the choices that you make.
- Study a summary of insights from recent research on this dimension to enrich your knowledge and understanding of this dimension.
- Follow guidelines for a practical activity to practice the application of this dimension in the real workplace and receive coaching feedback from a trusted mentor for further improvement in your real-life behaviour.
- Complete a reflection form to evaluate the impact and give feedback to the provider
- Answer five questions, and receive coaching feedback, in a knowledge test to confirm your knowledge and understanding of this dimension and earn credits to qualify for a certificate on successful completion of all the modules.

Just like the human body needs a regular portion of all the essential nutrients to stay healthy, every leader needs a regular reminder and refresher exercise in all the essential leadership dimensions to remain mindful and focused on their leadership behaviours.

All 30 modules will be published in the calendar year and again in each year with fresh content based on insights from new research. This is to encourage life-long learning by “renewing” your License to Lead each year.

Methodology

License to Lead offers a blended learning experience leveraging the strengths of mixed modes of learning in line with modern adult learning preferences. This leads to higher engagement, better knowledge retention, and it makes learning a pleasant experience.

Leadership is not knowledge or a skill or technique you can master with academic solutions. Business schools and courses are helpful but not enough. Leadership is values and beliefs applied in behaviour, influenced by personality traits. Therefore, growing as a leader is to review one's attitudes, values and beliefs and reflect on one's behaviour against a framework of workplace requirements. Like spiritual growth, leadership development requires a never-ending personal journey deepened through regular introspection and refresher exercises. License to Lead offers such refreshers based on new insights from recent research.

In each module you will in sequence work through the following activities.

- A scenario-based simulation exercise to apply this dimension in a safe environment and receive coaching feedback on the choices that you make.
- Study a summary of insights from recent research on this dimension to enrich your knowledge and understanding of this dimension.
- Follow guidelines for a practical activity to practice the application of this dimension in the real workplace and receive coaching feedback from a trusted mentor for further improvement in your real-life behaviour.
- Complete a reflection form for your own self-development and feedback for the provider.
- Answer five questions, and receive coaching feedback, in a knowledge test to confirm your knowledge and understanding of this dimension and earn credits to qualify for a certificate on successful completion of all the modules.

Technology

License to lead is delivered on a dedicated Moodle LMS Platform, leveraging a widely recognized and robust Learning Management System (LMS) which ensures a familiar, user-friendly, and reliable learning experience, accessible from anywhere in the world.

Moodle Home page: <https://moodle.org/>

Moodle Security and privacy <https://moodle.com/security-privacy/>

Pro Talent's Moodle site: www.learn-protalent.co.za

Pro Talent's Moodle hosting and technical service provider: <https://ilite.africa/>

Accreditation

License to Lead is accredited by the International Association for Quality Assurance in Pre-Tertiary & Higher Education (QAHE), a globally recognized accreditation agency that promotes the highest standards of academic excellence. With this accreditation we want to signify our institution's commitment to excellence in what we do.



See accreditation certificate here: <https://storage.googleapis.com/mailerlite-uploads-prod/1683228/w5cFhvCKrdn3SO0ki9vra92uyJm6vUTohMZQnxh1.pdf>

The accreditation report from QAHE highlights the following strengths in what Licence to Lead has to offer: <https://www.qahe.org/qahe-announces-programmatic-accreditation-for-the-license-to-lead-program/>

Certificate

On completion of 6 modules in any Part (1-5) learners qualify for a certificate of achievement, recognizing six notional hours of training worth 6 CPD points. Certificates are valid for one year to encourage renewal and continuous learning.

See example of certificate here: <https://storage.googleapis.com/mailerlite-uploads-prod/1683228/M6dftcpqGEaXcOI1bzsHA4czFOM4VAJmV7MckqyF.pdf>

Learner feedback

On completion of each module, learners must answer a confidential reflection question and a feedback question for the provider to review and introduce improvements in the programme.

- Some feedback from learners: *"The content was very insightful, and I will be sharing the material with my Team Leaders as we have some behaviour challenges with some of the team and this 'hits the nail in the head' – in terms of how to understand and deal with the behaviours"* Operations Manager
- Some feedback from employers: *"This is a great course. It works, because I can see the change in participants in the work situation"* General Manager; Human Resource

Reviews and updates

The entire programme is reviewed and updated with new content every year and re-published as a new programme. This is to accommodate feedback from learners and other stakeholders like employers and professional bodies and most importantly to keep up with new developments and insights in the various dimensions as explained in the course objectives.

Marketing and promotion

Marketing material appears at www.protalent.co.za from where one can also follow specific social media (Media and LinkedIn) campaigns under the heading FRESH INSIGHTS.

Detailed product information appears in the course information READ MORE page on www.learn-protalent.co.za.

Enrolment

Individual learners go to the SUBSCRIBE TO ALL COURSES subscription at www.learn-protalent.co.za and click on the [BUY](#) button to complete the online payment process and start

The provider

Presented by PRO TALENT ACADEMY FOR LEADERSHIP DEVELOPMENT

www.learn-protalent.co.za More about us at www.protalent.co.za

Our Partners



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License to Lead Part 1 – Authentic Leadership

This course guides learners in practical steps to develop the reputation of an ethical leader, staying true to moral values and beliefs

Authentic leadership benefits the organization by building trust and morale, keeping team members engaged and all stakeholders satisfied with the organization

Learners benefit by showcasing their honesty, reliability and trustworthiness to take responsibility for critical relationships, projects and work teams in the real workplace, paving the way to their next promotion and continued career progression.

See course curriculum below

Curriculum: License to Lead Part 1 – Authentic Leadership

Inspired by the insights offered by The Institute of Leadership and several publications about modern approaches to leadership and insights from industry like client companies and professional bodies, the course License to Lead Part 1 Authentic leadership follows this curriculum:

Personal leadership	Personal leadership is the practice of intentionally mastering your life, actions, and decisions based on your personal values and goals. It involves emotional intelligence, personal responsibility, and self-discipline
Conversational leadership	Conversational leadership is the practice of dialogue as a core process for driving organizational value. It is the opposite of relying on top-down "command and control". It involves fostering open, honest communication to build trust, share knowledge, and leverage collective intelligence to achieve objectives
Ethical leadership	Ethical leadership can be defined as a strong concern for ethical and moral values in the workplace. These are moral guidelines for dialogue and decision-making procedures, as well as the application of equitable standards to assess everyone's moral character and performance at every level
Supportive leadership	Supportive leadership is people-focused and prioritizes the emotional, psychological, and practical needs of team members to foster a comfortable and trusting work environment. It reduces stress by providing the necessary resources, coaching, and guidance for team members to eventually work autonomously
Values-based leadership	Values-based leadership applies when leaders anchor their actions, decisions, and workplace culture in a core set of personal and/or professional and/or organizational values. It is about doing the right thing in the right way and such leadership fosters trust, high employee engagement, and sustainable performance
Trust-based leadership	Trust-based leadership is to build strong, transparent, and empathetic relationships that empower people. It fosters a safe environment for innovation, risk-taking, and open and honest communication

Appendix 1: License to Lead programme objectives, approach and outcomes

OBJECTIVES	APPROACH	OUTCOMES
Develop an understanding of what is required from a leader	Summarized insights from recent research put in perspective for operational leaders	Learners understand the basic principles of what the leadership role is all about
Develop knowledge and understanding of leadership dimensions	Content covers 30 leadership dimensions grouped in 5 categories as Part 1 to 5	Learners understand each dimension and why it is important in leadership behaviour
Develop skills to apply dimensions in workplace	Simulation and real-life skills application in workplace with coaching feedback	Experiential skills development builds competence and learner confidence
Facilitate attitude shifts and changes in behaviour	Coaching feedback in activities and learner completes reflection form after every module	Learners evaluate their actual behaviour against the requirements of the role
Reinforcement through repetition in mixed learning interventions	Principles are covered in all the activities of a module and will be renewed each year	Continuous development makes leadership dimensions part of the learner's being
Engage learners in the learning process	All activities require active doing, no passive activities like watching videos	Learners must actively work through each activity to proceed to the next
Engage managers of learners	Guidelines for practical activities in the workplace include the role of manager/coach	The manager/coach plays an active part in learning, ensuring relevance in the workplace
Learn by doing (70% of adult learning)	Learners do simulations and practical on-the-job coaching activities in all modules	Learners experience practical application in safe simulated environment, then in real life
Learn from others (20% of adult learning)	Learners receive coaching feedback in simulations and coaching activities	Learners hear from others how to improve on their application of concepts and techniques
Keep content relevant and fresh	Develop new content each year with reference to recently published research	Learners develop dimensions that are required for success in today's environment
Accessibility	No restrictions on Moodle platform accessible through mobile or pc with internet	Self-paced learning anywhere and any time
Fair assessments	Password protected access to Moodle quiz on completion of each module	Confidential assessments with feedback can be repeated many times till passing grade
Career advancement	In coaching activities learners engage influential decision makers	Learners build their personal brand as willing and able leaders
Recognition and proof of learning	Certificate of achievement with external accreditation where applicable	Learners can download branded certificates for publication and CV's