

Appendix 1 – WBS Programmes Included In This Study

The following programmes at WBS were chosen to form part of the study, from which delegates were invited to participate:

1) Certificate Management:

- Management Advancement Programme (Cape Town), June 2004
- Harmony Certificate in Leadership Development (Johannesburg), August 2004

2) Marketing:

- Strategic Marketing Management Programme (Cape Town), August 2004
- Sales Management Programme (Cape Town), October 2004

3) Human Resources:

- Effective Coaching Programme (Cape Town), October 2004
- Effective Interpersonal Skills Programme (Cape Town), November 2004

4) Finance:

- Finance for Non-Financial Managers Programme (Cape Town), September 2004
- Integrating Strategy, Budgeting & Reporting Programme (Cape Town), September 2004

5) General Management:

- Thinking & Planning Strategically Programme (Cape Town), August 2004
- Thinking & Planning Strategically Programme (Johannesburg), August 2004
- Corporate Governance Programme (Johannesburg), September 2004
- Corporate Governance Programme (Cape Town), September 2004
- Issues In Leadership Programme (Johannesburg), October 2004
- Issues In Leadership Programme (Cape Town), October 2004
- Woolworths Corporate Governance Programme (Cape Town), October 2004