

• PROGRAMME BROCHURE // LEADERSHIP DEVELOPMENT

Leading in 5/R

Preparing banking leaders to harness **human and technological synergy** - driving agile, ethical and high-performance teams in the rapidly evolving digital financial landscape.

SAQA ID 96100 • National Certificate: Generic Management (Banking) • NQF 5 • 163 credits

NQF 5

GENERIC MANAGEMENT

163 credits

ON COMPLETION

14 months

7 MODULES

SAQA 96100

ACCREDITED

• PROGRAMME INTRODUCTION

Lead a workforce reshaped by *rapid technological change*.

The Leading in 5IR programme equips banking leaders with the skills to navigate a workforce increasingly shaped by rapid technological change. Blending practical workplace experience with active learning, it addresses key advancements in AI, digital banking and the Fifth Industrial Revolution - while following a tested curriculum for leading and managing within a banking context.



Human-Technology Augmentation

Explore how leaders and technology work together to amplify performance and decision-making.



Agile Management

Respond rapidly to industry disruptors, market changes and environmental shifts.



Financial Acumen

Interpret data and apply financial intelligence to drive innovation and operational effectiveness.



Ethical & Strategic Adaptability

Foster a culture of ethical compliance and strategic adaptability across the evolving landscape.



Building resilient, high-performing teams

The programme prepares leaders to build resilient, high-performing teams while fostering a culture of ethical compliance and strategic adaptability within the evolving financial services landscape.

• OUR PROGRAMME INTENT

Leading human-tech synergy in the *digital banking era*.

To develop banking leaders capable of effectively navigating workforce dynamics shaped by rapid technological disruption. This programme integrates digital transformation, artificial intelligence and Fifth Industrial Revolution principles to build strategic agility, financial acumen and human-centric leadership - enabling participants to drive sustainable performance and innovation within increasingly technology-augmented financial services environments.



Strategic agility

Anticipate and respond to disruption - turning technological change into competitive advantage.



Financial acumen

Interpret financial data and apply sound judgment to drive sustainable performance.



Human-centric leadership

Empower people through technology-augmented, inclusive and ethical leadership.

THE OUTCOME

Drive sustainable performance and innovation within increasingly technology-augmented financial services environments.

• PROGRAMME OVERVIEW

A 14-month, NQF 5 journey across *seven modules.*

This 14-month, NQF Level 5 programme equips banking leaders with the competencies to navigate workforce dynamics shaped by rapid technological disruption. Integrating digital transformation, AI and Fifth Industrial Revolution principles, the curriculum explores human-technology augmentation within financial services - so leaders can drive innovation, enhance team effectiveness, foster ethical cultures and navigate complex regulatory landscapes.

1 Orientation

2 WEEKS

2 Digital Agility — Navigating the Fintech Frontier

4 WEEKS

3 Financial Intelligence — Data-Driven Decision Making

4 WEEKS

4 Adaptive Leadership — Managing in the Age of AI

12 WEEKS

5 Human-Centric Leadership — Empowering Teams in Transition

12 WEEKS

6 Knowledge Synergy — Business Intelligence for Advantage

2 WEEKS

7 Risk Resilience — Governance, Ethics & Tech-Enabled Compliance

4 WEEKS

BRIAN DUFFY • CHIEF REVENUE OFFICER, ATLISSIAN

"Good leadership is about creating clarity, unlocking potential, and driving meaningful progress. It's not about being the smartest person. It's about connecting people to purpose."

• PROGRAMME LAYOUT • LEARNING PATHWAY

Seven modules across *14 months*.

The qualification is structured across seven integrated modules, delivered over a 14-month period as a balanced learning experience of virtual contact sessions, self-directed study and workplace application.

7 INTEGRATED MODULES	40^{wks} STRUCTURED LEARNING TIME	14 MONTHS END TO END	163 SAQA CREDITS • NQF 5
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START	MODULE	CONTACT	SELF-STUDY	WORKPLACE	ASSESSMENT
1 MONTH 1	Orientation	1 × VMS 4-hour	2 weeks 2 HRS/WK	—	1 PRE-EVALUATION
2 MONTHS 1–2	Digital Agility	1 × VMS 1-day	4 weeks 4 HRS/WK	Work-based + AI REFLECTION	3 ASSESSMENTS
3 MONTHS 2–3	Financial Intelligence	1 × VMS 1-day	4 weeks 4 HRS/WK	Work-based + AI REFLECTION	3 ASSESSMENTS
4 MONTHS 4–6	Adaptive Leadership	1 × VMS Full-day	12 weeks 5 HRS/WK	Work-based + AI REFLECTION	3 ASSESSMENTS
5 MONTHS 7–9	Human-Centric Leadership	1 × VMS 1-day	12 weeks 5 HRS/WK	Work-based + AI REFLECTION	3 ASSESSMENTS
6 MONTH 10	Knowledge Synergy	1 × VMS 1-day	2 weeks 5 HRS/WK	Work-based + AI REFLECTION	3 ASSESSMENTS
7 MONTHS 11–12	Risk Resilience	1 × VMS 1-day	4 weeks 4 HRS/WK	Work-based + AI REFLECTION	3 ASSESSMENTS

■ FORMATIVE & SUMMATIVE ASSESSMENT ■ PRE-EVALUATION

VMS • VIRTUAL MEDIATED SESSION (CAN BE IN-PERSON ON REQUEST)

Indicative schedule. Self-study hours are per week on CPSLearn®; each module pairs virtual mediated sessions with self-directed learning and workplace application, and the programme can be scheduled over a longer duration to accommodate organisational requirements such as month-end periods.

MODULE // FOUNDATION

01

Orientation



DURATION
2 weeks



STAGE
Programme launch



Plan. Learn. Succeed. Your journey starts here.

• MODULE 1

CORE THEMES

- Managing stress, time and study assertiveness
- Planning for core study components
- Deepening academic rigour and the ethical utilisation of AI technologies
- Learning and teaching overview, and programme overview

LEARNING OUTCOMES

- 1 Obtain a learning and teaching overview
- 2 Obtain a programme overview

LEARNING COMPONENTS

- Understanding Occupational Qualifications
- The CPSLearn® System
- Assessment Practice
- Academic Integrity
- Ethical use of AI
- Student Support
- The Qualification & The Journey Map

PURPOSE

To introduce learners to the programme's structure, expectations and foundational concepts for the leadership journey ahead.

MODULE // AGILITY

02

Digital Agility



DURATION
4 weeks



THEME
The Fintech Frontier



**Ethics, Economics and
Agility in a Digital World.**

• MODULE 2

CORE THEMES

- Rapidly responding to industry disruptors (AI, digital banking), market changes and environmental shifts
- Discovering the ethical and economic foundations for a disruptive era

LEARNING OUTCOMES

- 1 Understand how values, ethics and culture impact goal achievement
- 2 Recommend ways to promote organisational values, codes of conduct and ethical practices in a unit
- 3 Demonstrate an understanding of trends in the world economy
- 4 Describe the role of money in the economy and monetary policy
- 5 Describe the workings of fiscal policy

LEARNING COMPONENTS

- Understanding the SA financial services industry
- Core financial services principles and concepts
- Economic contribution, sustainability, and the role of ethics and culture
- Insight into industry disruptors - AI, big data and cryptocurrency
- An agile approach to change, promoting ethical practice and a strong code of conduct

PURPOSE

To equip learners with the economic and ethical understanding needed to navigate and adapt to the rapidly changing, technology-driven financial services landscape.

MODULE // FINANCE

03

Financial Intelligence



DURATION
4 weeks



THEME
Data-Driven Decisions



**Financial Acumen for
Better Results.**

• MODULE 3

CORE THEMES

- Understanding financial principles, interpreting data and making astute decisions for personal and business success
- Applying financial analysis, budgeting and forecasting to drive organisational performance and growth

LEARNING OUTCOMES

- 1 Interpret financial statements
- 2 Calculate ratios
- 3 Use mathematical techniques to measure performance and support decision-making

LEARNING COMPONENTS

- Understanding managerial finance concepts
- Interpreting financial statements and ratios
- Drafting forecasts and budgets
- Using maths to analyse financial data
- Identifying growth opportunities from financial results

PURPOSE

To build financial acumen by teaching learners to interpret, manage and plan finances for both personal and organisational success.

MODULE // LEADERSHIP

04

Adaptive Leadership



DURATION
12 weeks



THEME
Managing in the Age of AI



**Managing People, Projects
and Performance.**

• MODULE 4

CORE THEMES

- Managing, coaching, empowering and leading diverse teams to achieve high performance
- Leading projects, managing performance and driving innovation within a unit

LEARNING OUTCOMES

- 1 Set and monitor team performance standards
- 2 Plan and implement work-based projects
- 3 Develop and execute operational plans
- 4 Apply critical thinking to solve problems
- 5 Lead innovation and apply leadership theories

LEARNING COMPONENTS

- Foundational management concepts for leadership success
- Evaluating team members and conducting performance reviews
- Scoping, planning and implementing work-based projects
- Developing and executing operational plans for a unit
- Applying decision-making, problem-solving and innovation techniques

PURPOSE

To provide foundational management skills for transitioning into leadership - focusing on performance, project management and operational planning.

MODULE // PEOPLE

05

Human-Centric Leadership



DURATION
12 weeks



THEME
Empowering Teams in Transition



**Empowering Teams,
Driving Performance.**

• MODULE 5

CORE THEMES

- Developing, coaching and empowering team members to achieve high performance in a diverse workplace
- Delegating tasks, recognising performance and managing diversity to build inclusive, agile teams

LEARNING OUTCOMES

- 1 Analyse training needs and develop people plans
- 2 Manage diversity and resolve conflict in teams
- 3 Coach team members and monitor progress
- 4 Recognise performance, delegate tasks and encourage participation
- 5 Lead teams through change with agility and innovation

LEARNING COMPONENTS

- Managing diversity and resolving conflict in teams
- Coaching team members and monitoring progress
- Leading teams and managing processes
- Empowering teams through recognition and participation
- Delegating tasks and reviewing decisions and progress

PURPOSE

To develop leadership behaviours that foster team performance, innovation and adaptability through people development and inclusive practices.

MODULE // KNOWLEDGE

06

Knowledge Synergy



DURATION
2 weeks



THEME
Business Intelligence for Advantage



Building Smarter Organisations.

• MODULE 6

CORE THEMES

- Managing knowledge, implementing best practice and improving processes to build a smarter organisation
- Leading change, communicating effectively and applying emotional intelligence to drive continuous improvement

LEARNING OUTCOMES

- 1 Manage knowledge and develop implementation plans
- 2 Adopt and implement best practices
- 3 Establish and evaluate communication processes
- 4 Lead meetings, discussions and presentations
- 5 Manage change and apply emotional intelligence

LEARNING COMPONENTS

- Knowledge management and business intelligence concepts
- Improving processes and implementing best practice
- Managing change and engaging stakeholders
- Applying communication and emotional intelligence skills
- Creating competitive advantage through continuous learning

PURPOSE

To enable learners to improve organisational processes through knowledge management, best practice, effective communication and change management.

MODULE // RISK

07

Risk Resilience



DURATION

4 weeks



THEME

Governance, Ethics & Compliance



Plan. Learn. Succeed. Your journey starts here.

• MODULE 7

CORE THEMES

- Identifying, assessing and managing risks while developing contingency plans to protect organisational value
- Ensuring legal compliance, promoting ethical governance and combating corruption to build trust and sustainability

LEARNING OUTCOMES

- 1 Identify risks and develop contingency plans
- 2 Ensure legal compliance and address non-compliance
- 3 Combat corruption and promote ethical governance

LEARNING COMPONENTS

- Risk and compliance management in financial services
- Governance and risk management in South African financial sectors
- Regulatory frameworks, compliance impact and organisational sustainability
- Technological advances in compliance - risk evaluation tools, automation, fraud detection and robo-advice

PURPOSE

To instil a sense of ownership and responsibility for navigating risk, ensuring legal compliance and combating corruption to safeguard the organisation.

• WHY CHOOSE CPS

Two decades developing professionals *organisations depend on.*

CPS develops professionals that organisations can depend on - building both credentials and practical capability across industries. For over two decades, CPS has specialised in workplace-integrated learning: not theory in isolation, but concepts applied directly to organisational contexts under leader support and guidance.

40,000⁺

Professionals developed practical capabilities through CPS programmes.

24⁺

Years specialising in professional skills development across industries.

3^x

BANKSETA Award winners - recognising real-world impact, not just academic achievement.

1

Fully accredited, regulator-approved programmes

Registered with the DHET as a Private Higher Education Institution, with accreditation across both the higher education and occupational education systems.

2

Deep specialisation in financial services

Focused on banking, financial services, insurance, risk, compliance and leadership - a specialist focus that differentiates CPS from generic training providers.

3

Proven impact & strong completion outcomes

85%+ completion rates across NQF Level 4-6 programmes, with thousands of professionals trained over more than two decades.

4

Award-winning, research-based methodology

A proprietary methodology grounded in original research and built for real behaviour change - recognised internationally with a Brandon Hall Gold Award.

5

Flexible learning built for working professionals

The CPSLearn® platform delivers smart, adaptive learning on any device, with flexible timing, platform support and AI-powered guidance always available.

• INVESTMENT REQUIRED

Develop banking leaders your *organisation can depend on.*

R0

PER DELEGATE

Based on a cohort of 20 delegates. Includes programme fees, virtual contact sessions, simulation and digital content.

14

MONTHS

Schedulable over a longer duration to accommodate organisational requirements such as month-end periods.

163

CREDITS

National Certificate: Generic Management (Banking) · NQF Level 5 · SAQA 96100.

CREDENTIAL

Generic Management (Banking) · NQF 5
· **163 credits**

STRUCTURE

7 integrated modules over 14 months

DELIVERY

Virtual sessions · self-study · workplace application

RECOGNITION

SAQA ID 96100

DELIVERED AS A MANAGED JOURNEY

- ✓ Programme fees, virtual contact sessions & simulation
- ✓ CPSLearn® digital content, support & AI-guided learning
- ✓ Embedded workplace experience & leader support
- ✓ Assessment, moderation & post-learning impact evaluation

Talk to our partnerships team

Build a future-ready banking leadership pipeline with a managed CPS cohort.

Request a conversation →



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The Fifth Industrial Revolution is reshaping banking - and the leaders who run it should be ready for what's next. *That's leadership transformation that lasts.*

