

Leadership Development:

The Oceana Senior Leadership Development Programme will aim to enhance individual's leadership skills as well as enabling the development of further strategic, adaptive, and future fit skills. This will aim to ensure the continued value add of these leaders, now and in the future, within the shifting Oceana context and business landscape.

Mode of Delivery: Classroom & Online

Duration: 12 Months

Management Development:

The Oceana Management Advancement Programme aims to develop leadership and management bench strength with an underlying focus on achieving operational excellence within this level of leadership and management, thereby contributing towards the improved sustainability of Oceana and consistency in leadership and culture.

Mode of Delivery: Online

Duration: 9 Months

Technical Skills:

Technical skills are specific to employee's expertise that are required to achieve complex workplace tasks. This is specialised knowledge and abilities that are required in order to perform specific tasks.

Bespoke Management & Supervisory Development Programmes:

Supervisory and Management courses are developed according to the specific need of the business. These courses are aimed at newly appointed managers, supervisors and team leaders to assist them to understand their roles and provides them with tools for achieving sustainable organisational goals. Courses cover topics such as Emotional Intelligence, Communication Skills, Leadership and Personal Mastery, Finance for Non-Financial Managers, Strategic Thinking.

Executive Coaching:

Coaching is offered to executives and in some cases managers who dealing with a specific change in their role. Coaching is used to assist and equip individuals with the guidance required to step into new areas and enhance their Leadership capabilities.

International Leadership Development:

Opportunities are given to individuals to further their Leadership Development at International organisations, for example Harvard University.