



TRAINING AND MENTORSHIP PROGRAMMES

Top of the Class

The SETA-accredited Top of the Class (TOC) programme provides an overview of the fruit export value chain from field to fork.

It seeks to further develop employees' knowledge and skills with respect to the key aspects of their job, and provides context for their role in the value chain. This facilitates an appreciation for the importance of their contribution. It is available at a basic level, which is accredited by the Food and Beverage SETA; an intermediate level; and an advanced level which is commodity specific.

Leadership & Mentorship

The Leadership and Mentorship (L&M) programme is a personal and leadership development programme aimed at employees with leadership potential (leaders) in the fruit export industry.

Each leader is paired with a mentor, being the person to whom they report in the workplace. In doing so, the programme encourages and facilitates the development of effective leader/mentor relationships and the transformation of the leadership profile in the business.

Target Group

The programmes are aimed at employees in junior to middle management roles within the industry, as well as emerging or aspiring farmers, fruit packers and marketers. TOC and L&M focus on training, leadership, and personal development in order to transform the racial profile of the industry.

In addition, the programmes aim to equip black South Africans to succeed in management, leadership, and ownership roles within the industry.

"These courses made me feel like anything is possible."

Top of the class

- Delivered over 8 days over a period of two months.
- Can be planned to work around the production schedule of participating companies.

Leadership & Mentorship

- Scheduled over 3 sessions of 3-4 days over three months, including one or two field trips.
- Individual and leader mentor coaching sessions can be included in the programme as optional extra.

- *TOC and L&M Group sizes of 15 to 20 learners*
- *TOC and L&M available in English and Afrikaans.*

Topics Include

- The Fruit Industry - then and now
- Quality Management
- Cold storage and the cold chain
- Sea, air and road freight
- The consumer
- Forwarding and Logistics
- Exporters and their role
- Leadership skills
- Conflict management
- Management and motivation
- Decision-making
- Presentation, computer and business skills