



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA



ALBERT
LUTHULI
LEADERSHIP
INSTITUTE

PhD in Leadership

REIMAGINE LEADERSHIP

Programme Lead | PhD in Leadership

Course Lead | Prof Derick de Jongh |

Course Coordinator | Samantha Rabie |



FOREWORD BY THE DIRECTOR



At the time of conceptualising the purpose of such a Institute, I knew one thing, and that is the world is in desperate need of individuals and institutions who have a clear vision on the world we would like to leave behind for generations to come. A world where we live within what is referred to as our “planetary boundaries”. A world where we appreciate how fragile every single element making up the world we know actually is, and how the interdependence of these elements ultimately predicts the future of humanity and civilisation.

There is no doubt that the ALLI positioned itself in a unique space since its inception early 2010. We critically reflect on the role of leaders in a complex society. We also believe that there is a need to deconstruct leadership theory as we explore the emerging approaches to leadership, which is a task taken with passion and dedication by each and every member of the ALLI team. We are also acutely aware of the limited academic contributions from an African perspective and every research output the ALLI delivers on strengthens our position and adds to our academic legitimacy as an Institute firmly positioned on the African continent.

The question that is regularly posed to the Institute, is whether an example of the perfect leader exists in the history of humankind. It is probably true that different leaders made meaningful contributions to certain goals in different stages and within specific contexts. However, I believe that this view of leadership doesn't answer the most critical questions about leadership. To us, it is too simplistic to view leadership as a theory that is applicable strictly within the individual. We believe that leadership should rather be seen as a socially constructed phenomenon. Thus, it is something that is given meaning by various role players within a certain context and time frame, and usually isn't applicable only to one person and his or her successes but rather how leadership emerges in different forms given the complex world we live in.

At the Albert Luthuli Leadership Institute, we rather choose to analyse and understand leadership on multiple levels. In other words, we analyse leadership on individual, institutional and collective level. We also believe that leadership often emerges as processes,

policies, relationships, movements and systems where the role of the individual leader is less important. We also acknowledge that without acknowledging the importance of followership, leadership will not be understood in its entirety. The time of referring to leadership as a purely individual phenomenon is over. On the contrary, maybe we have just reached the point where leadership should rather be declared a myth so that we can bury this chapter in the history of humankind once and for all. Maybe the time has come to rather ask the question: “Leadership for what?” In other words, in the final analysis, who or what should benefit from leadership? Shouldn't we rather do an in-depth investigation into leadership and less on the leader? I firmly believe that, if we find an answer to this question, we will automatically understand what is really expected of leaders.

It is the contested space of leadership that interests us here at the ALLI and gives real meaning to our day jobs. We are privileged to be named after one of SA and Africa's most remarkable, and controversial leaders, Albert Luthuli. In my opinion, he definitely didn't take the conventional route of what it means to be a good leader. He was everything but, he much rather served and challenged structures and systems behind the scenes, often unnoticed, thus contributing to the country that SA is today. He was par excellence someone who understood what it meant to be leader. We readily follow in his footsteps and try to honour his legacy.

The PhD in Leadership is designed to allow a critical approach to leadership research.

“We choose to analyse and understand leadership on multiple levels. In other words, we analyse leadership on individual, institutional and collective level.”





PURPOSE OF THE PROGRAMME

The ALLI is committed to developing a new generation of leaders in support of a just environment and society. This is in line with the vision of the University of Pretoria:

To be a leading research-intensive university in Africa, recognised internationally for its quality, relevance and impact, and also for developing people, creating knowledge and making a difference locally and globally.

The Faculty of Economic Management Sciences through The Albert Luthuli Leadership Institute presents, the PhD in Leadership. This degree aims to develop a cadre of PhD's with comprehensive understanding of the emerging field of leadership as a trans-disciplinary discourse as it relates to the management and sustainability of the planet's socio-ecological systems, who will be prepared to do research and teach in institutions of higher learning, or effect a change in the world of practice.



ADMISSION REQUIREMENTS

Students who wish to apply for admission to this programme must adhere to the following minimum requirements:

- A relevant master's degree
- Research methodology module (unless exemption is granted)
- Research proposal
- The Director of the Institute may however, set additional admission requirements



FEES AND FUNDING

Full particulars concerning university fees and applicable regulations are contained in the Student Fees Guide of the University of Pretoria. It is the responsibility of students to acquaint themselves with the various regulations. Fees and regulations are available from www.up.ac.za/fees-and-funding





SELECTION

Selection for admission will require the submission by candidates of a written pre-proposal which briefly outlines their intended research topic supported by a short motivation. The research component comprises a thesis and one research article submitted for publication. Once the student has registered for the PhD, the candidate will work under the guidance of a supervisor to develop a detailed research proposal in accordance with ALLI guidelines and regulations. The proposal will be defended at the end of year one to the ALLI PhD committee and must be officially approved by the committee and signed off by the Director of ALLI before the candidate can commence with his/her research. The candidate will continue his/her research under the guidance of his/her supervisor until the research is completed according to the rules and regulations of the University. One research article, based on the candidate's research, must be submitted for publication to a recognised accredited journal. The submission of the article is a compulsory condition for the degree to be conferred on the candidate. The research component contributes 100% towards the total requirement for the degree.

Please note:

Selection is not guaranteed as there are many applications and only a limited number of students can be accommodated. Acceptance letters are sent out by faculty admin in February and this will set out conditions for acceptance. The course coordinator / Director of ALLI cannot provide applicants with the outcome of their application.



APPLICATION PROCESS

- Online applications can be done at www.up.ac.za/apply
- All postgraduate students with international qualifications need to submit an evaluation from the South African Qualifications Authority (SAQA), www.saqa.org.za
- International students may contact the International Office for more information at www.up.ac.za/international-cooperation-division/article/3005898/international-students



CLOSING DATES

- The closing date for applications for South African students for admission is **30 September** preceding the year of first registration.
- The closing date for applications for International students is **31 August** annually
- For further information, visit the Albert Luthuli Leadership Institute website on www.up.ac.za/alli

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