



**STRATEGIC  
COMPLEX  
CHALLENGE  
IMPACT**

# Leading

Certificate issued by NWU

This flagship programme develops the leadership capacity of senior leaders individually and as a team. It has a strong strategic focus and a pace that suit the profile of the senior leaders.

The content is science-based and customised to address the complexity within which senior leaders need to lead during times of turbulence. The transformational challenge of organisations is essentially considered as a leader transformational challenge. The programme is therefore also deeply personal.

Leaders at this level have the biggest impact on the leadership culture and the organisational culture. They hold the key to transforming their teams and building agile organisations.

As such, the programme challenges leaders to constantly explore the personal-organisational leadership fusion and its impact on people.

Systems thinking and learning agility as the competitive differentiators of strategic leaders, are central to the learning experience.

The impact across the organisation during the programme is significant and noticeable because senior leaders immediately engage and use their teams as learning 'laboratories'.

The programme is quality assured by NWU Business School.

## PROGRAMME PHILOSOPHY

What differentiates leaders is not so much their philosophy of leadership, their personality, or their style of management...they understand their own 'action logic'- how they interpret their surroundings and react when power and safety get challenged

David Rooke and William R. Torbert

The world of leadership belongs to the most learning agile. Develop yourself and your key talent across these dimensions and you will activate enduring human and strategic potential.

Kevin Cashman

### DESIGNED FOR

Executives

Senior Managers

Senior Specialists

Leaders of leaders

### PERSONAL BENEFITS

Refinement and extension of leadership competencies

Skills to increase influence and power in organisation and externally

Repositioning as team leader and revitalisation of own team

Significant personal development and personal change capacity

Development of systems thinking skill and application in strategic contexts

### PROGRAMME OBJECTIVES

Provide the platform to be effective leaders in the lead self, lead leader, lead team, lead culture areas of leadership

Develop inner strength and capacity to be an outstanding future leader of leaders

Co-develop through mutual coaching, a life-long coaching skill

Lead and develop a team to plant a desired culture and to deliver exceptional results

### DELIVERY

Duration: 10 days in 5 two-day sessions

Venue: In-house at venue of client's choice

Group size: 20 to 30 participants

### FOR SUCCESS

4 x Journey Integration Presentations

Portfolio of Evidence

Attendance of at least 8 days

# Programme structure and content

## Leading SELF

### Self-knowledge

- Reflection
- 360° assessment
- Emotional Intelligence
- Six leadership styles

### Focus and readiness

- Participant diversity
- Leading CULTURE focus

### Systems thinking

### Leader power and authenticity

- Power to influence
- Being the leader

### Creative thinking

### Wholeness

## Creating context

- Setting the scene
- Programme structure
- Leadership can be learnt
- Learning agility
- The connection economy
- Coaching
- Hybrid work

## Leading LEADER

- Coaching
- Inclusion
- Communication
- Feedback
- Followership
- High-performance individual
- Constructive engagement

## Leading TEAM

- Diversity and unconscious biases
- High-performance teams
- Trust
- Employee motivation
- Psychological safety
- Team development
- Hybrid work and teams

## Leading CULTURE

### Leading strategy

- Strategy leader profile
- Judgement
- Critical thinking

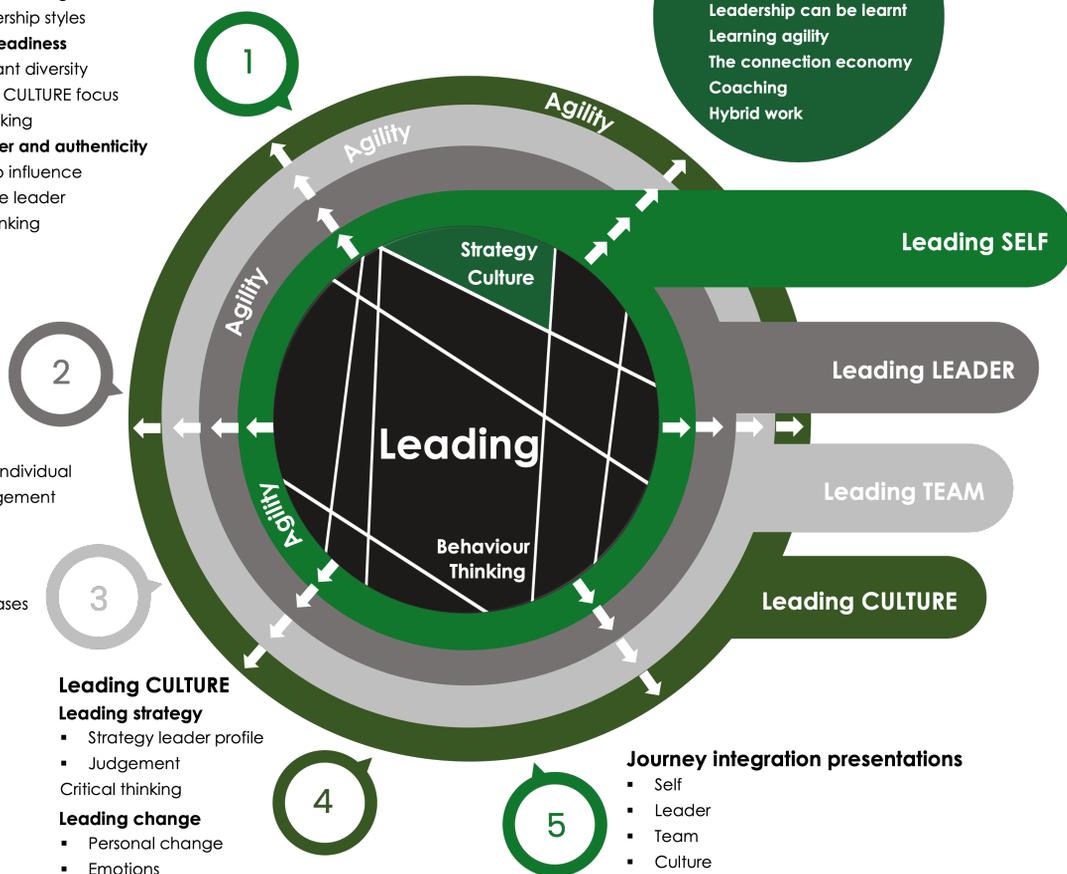
### Leading change

- Personal change
- Emotions
- Organisational change and transformation

### Planting and growing the Culture

## Journey integration presentations

- Self
- Leader
- Team
- Culture



## Programme structure and content

The most impactful programme on leadership I have ever attended. I have learned and grown exponentially as a person and leader. The programme has made a difference to the way I have and will lead going forward.

"This programme stimulated my thinking and has enabled me to challenge the way I do things and lead people. It has also assisted me in identifying areas where I as a leader should improve. The programme has also challenged me to improve in my strategic thinking and the way that I treat and deal with people."

"The programme is/was a life-changing experience, enabling me to start with self-improvement and improving others. Finding my purpose and understanding the building blocks thereof was a highlight. Wish I could have done this 10 years ago."



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