

Leading

Certificate issued by NWU

STRATEGIC COMPLEX CHALLENGE IMPACT



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*

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

DESIGNED FOR

- Executives
- Senior Managers
- Senior Specialists
- Leaders of leaders

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

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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

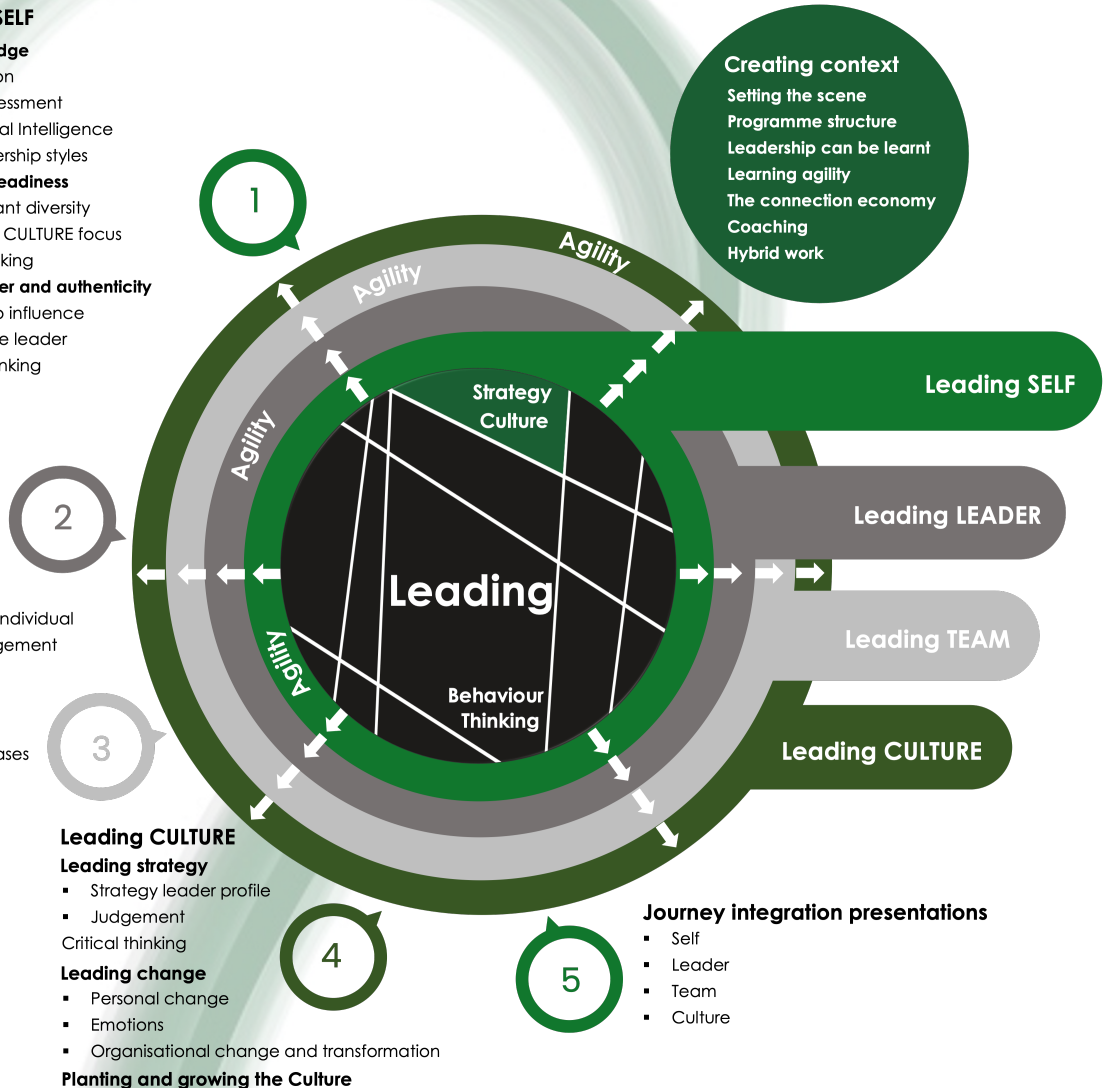
Leading change

- Personal change
- Emotions
- Organisational change and transformation

Planting and growing the Culture

Journey integration presentations

- Self
- Leader
- Team
- Culture



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WE CREATE CHANGE CAPACITY
B-BBEE LEVEL 2

