Leadership Development Training

With great power comes great responsibility.

And with great leaders come great teams, with increased motivation, heightened productivity, and better relationships all round. Leadership training equips your leaders with the skills and tools to guide the business through any challenge and towards every opportunity.

Great leaders know there's a crucial difference between managing a business and leading people. Because people don't need to be 'managed'. They need to be motivated, inspired, understood, challenged, looked after, and guided. That's what great leaders do.

Our Leadership Development programme is one of SA's most comprehensive and enhances your management team's emotional intelligence and communication skills. The highly practical and interactive programme covers a wide range of topics, including the 4 Ms of leadership: Modeling, Motivating, Monitoring, and Multiplying. With this knowledge, leaders are able to build the positive, respectful, high-performing environment every company aims for.

Who is this programme for?

Leaders at every level will benefit from the training, including:

- Executive management

- Senior management

- Heads of department

- Team leaders

- Supervisors

- Promising future leaders

Anything else I should know?

This training is designed as a series of highly engaging, interactive workshops and discussions. However, the programme is fully customisable based on your needs, budget, and schedule.

Leadership of Self: Training Outcomes

Introduction to Leadership

- Defining Leadership
- Management Vs Leadership
- Principles and application of situational leadership with the tools to implement
- What success looks like for you
- Using the GROW model to align your personal vision to what you want to achieve

The power of attitude and developing GRIT

- The power of passion & perseverance
- Mindset & Attitude
- Developing and maintaining A positive attitude, mindset And work ethic
- Understanding and overcoming the Imposter Syndrome
- The 3 Goals of every interaction
- Build rapport and credibility
- Gather information
- Influence and persuade

Presentation Skills

- Top 10 skills to improve presentation skills
- Interactive demonstrations and group work
- Personal confidence to conduct powerful presentations

Creative & Critical Thinking

- Develop creative habits
- Use divergent thinking to find creative solutions to problems
- Learn a creative process you can apply to nearly any situation
- Create an environment that fosters creativity and innovation
- Master creative thinking skills
- Overcome common roadblocks
- Use proven processes for generating ideas and brainstorming solutions
- Create disruptive innovation and look to the future
- Understanding critical thinking
- The critical thinking process and skill set
- Dealing with assumptions and using common sense
- Putting it into practice
- Personal accountability & commitment plan

Extreme Productivity

- 10 habits of extreme productivity
- Maximize motivation, make consistent progress, and achieve goals
- Ignite proactivity and stop procrastination
- Control YOUR TIME with the simplest, most effective time management system
- Ignore distractions, focus, and get in the Extreme Productivity Zone
- Implement accountability to maximize
- Achieve maximum output by focusing on the activities that get you results

Leadership of TEAM: Training Outcomes

TEAM Leadership

- Understanding your team
- Personality profiling
- How inclusive leadership and effective communication are intertwined
- Discover your own communication strengths to build effective relationships in your professional or personal lives
- Developing, defining, and implementing the "Simple rules" for your team including a simple Goal
- Setting framework

Communication and Emotional Intelligence

- Approaches, frameworks, and tools for communicating effectively
- Maintain or enhance the self-esteem of your team
- Listening skills and how to respond with empathy
- Building a common vision aligned with organisational goals & KPIs
- Motivation techniques and creating a high-performance culture
- How to work through everyday communication roadblocks
- Strategies to create space for transparent and authentic communication

Performance Management, Coaching & Mentoring

- Personal attributes required Techniques on how to become a credible coach and mentor
- Mentoring skills and strategy
- Situational leadership
- Understand various coaching models, and how to use them to maximise results and the personal and professional development of employees and team members
- Preparing a coaching plan
- Develop questioning and feedback skills
- Monitoring and recording the results
- Overcoming obstacles to ensure successful mentoring

Negotiation skills

- Understanding the need for negotiation skills in business
- Identifying the characteristics of a good negotiator
- Identifying individual negotiating styles
- Knowing and applying the steps in the negotiation process
- Explaining strategies that could be used in negotiation
- Preparation – information gathering and goal setting
- Developing communication skills essential to negotiate successfully
- Gaining confidence – demonstrating persuasive and assertiveness techniques
- Achieving the best outcome possible

Conflict Management

- Develop the art of having difficult conversations
- Use differences of opinion and conflicts constructively
- Use proven strategies to prevent and manage conflict
- Identify warning signs and prevent or minimize conflict before it starts
- Know your conflict management style and how to improve your reactions
- Know when to intervene and how to approach conflict
- Implement the 6 Steps to Conflict Resolution
- Establish conflict resolution guidelines

Leadership of Business: Training Outcomes

Introduction to the Value Chain

- Value chain analysis
- Using the value chain to increase efficiency and reduce costs/loss
- Drivers and constraints analysis
- Controllable and uncontrollable variables
- Launching the profit improvement project
- The financial significance of debtors and the importance of price
- Application to a business case study

Project Evaluation

- Big picture: company vision and strategic drivers
- The management challenge: meeting the opposing needs of shareholders and customers
- How strategy influences business decision making
- Fundamentals of an income statement and balance sheet
- 9 strategies to increase profit
- Understanding break-even calculations and cost/benefit analysis
- When financial ratios fall out of line
- Gross profit – the lifeblood of business
- Improving gross profit percentage
- Understanding the significance of breakeven
- Producing financially orientated business plans

4 Disciplines of Execution

- Understanding the 4DX model
- Identifying and defining a WIG
- Identify the LAG measure
- Creating LEAD measures to achieve your goal
- Create a completing scoreboard
- Accountability and TEAM effectiveness

Finance for Non-Financials

- Understanding financial decision making (good/bad cost analysis)
- How to Interpret and act upon an Income Statement
- Key profitability ratios (GP%, EBIT%, ROI %)
- The 3 levers of profitability
  Cash flow
  Basic Balance Sheet
  Income statements
- Managing a budget
- Understanding financial variables

Project Management

- Understanding of types of structures involved within a project environment
- The application of organisation structures
- Understanding and applying roles and responsibilities of Project Sponsors, Project Managers, Project Members, and stakeholders
- Create and sustain focused and motivated teams
- Solve problems, identify solutions, and apply corrective action steps
- Effective communication, working successfully with the project team
- How to successfully complete the project by risk management and control procedures.