Advanced Leadership, Good Governance And Emotional Intelligence

Workshop

“Behind All Good Leadership Is Good Governance”

Dates:
- August 27 – 31, 2018
- October 22 – 26, 2018
- November 25 – 29, 2018

Venue:
- The Capital 20 West, Morningside, Sandton, Johannesburg, Republic Of South Africa
- Mövenpick Hotel Jumeirah Lakes Towers Dubai, United Arab Emirates

TO REGISTER: t: +27 11 794 2151 / +27 11 043 1059 / e: admin@hundfold.co.za / +27 732 491 008
Basic Overview

At its most basic, the definition of a leader is someone with followers. But in the broader context of business organizations, a lot of executives find themselves assuming leadership roles due to positions they occupy, and in the process, they often realize that they are underprepared for the demands of leadership. An effective leader should be able to influence and inspire a team of followers to achieve the organization's goals and objectives. As usual it is the “how” part that is most challenging:

How do you get the team(s) to perform?
How do you get the team(s) to innovate and be agile with you?
How do you prepare the team(s) for the future world of work?
How do you energize teams that cross the generational divide to perform in synchronization?
How do you sell yourself, your personal brand or unique brand proposition to your direct reports and the rest of the organization?
How do you develop employee value proposition that will enables you to acquire and retain the best talent?
How do you get the team(s) to have ownership of organizational and departmental strategy?
How do you harvest best practice corporate governance through global Leadership standards?
How do you earn the trust of your followers while simultaneously navigating their multiple emotions?
What sets great Leaders apart from mediocre ones?
How do you achieve results, the ultimate benchmark of effective leadership?

This Workshop will delve into the issues above as well as empower participants to harness the power of Emotional Intelligence to improve relationships, navigate difficult discussions, decision making and be impactful Leaders in their respective organizations.

The Course Approach

An interactive teaching and learning methodology that encourages self-reflection and promotes independent and critical thinking. We also employ the use of case studies and syndicate work. The learning process is reinforced through the use of real global examples, practical real work examples, role playing, delegate presentations and practice questions to stimulate a critical and questioning approach by delegates. We also incorporate the use of business Leadership models as implementation tools. A high level of participation is encouraged to ensure that the knowledge acquired can be directly applied within the participant’s workplace.
Course Objectives

By the end of the workshop, participants should be able to:
• Lead, motivate and inspire teams to reach new heights and improve performance.
• Grow employees into credible, influential and creative leaders.
• Be able to plan and implement talent acquisition and retention strategies.
• Implement reward programs that keep employees motivated and inspired to reach their goals.
• Coach employees regularly and one on one to accelerate performance.
• Ignite passion in every employee by resolving issues related to poor morale.
• Implement Business communication strategies in order to get every level of the organization and every generation of the workforce to have an understanding of what the organization wants to achieve strategically and operationally.
• How to communicate with empathy and how to approach difficult and emotional engagements.
• Learn how to have effective relationships with direct reports, colleagues and superiors through reading their personalities.
• Address burnout, apathy and negativity with a new and productive attitude.
• How to sell the organization as the best company to work for to employees.
• Build strong cohesive teams and empower them to innovate and be proactively agile in the face of competition.
• Understand and define leadership including its role in achieving organizational goals and objectives.
• Recognize the different roles and qualities of leadership and interrogate the merits of the different styles.
• Understanding team member roles.
• Differentiate between management and leadership.
• How to apply good corporate governance in the context of globalization and dynamic legislation.
• Appreciate the role of effective leadership in strategy formulation.
• Demonstrate an understanding of the future world of work and how to prepare one’s organization for it.
• Adopt emotionally intelligent leadership principles and learn the art of influence as the pinnacle of Leadership.

Who should attend?

This program is aimed at organizational leaders in both the public and private sectors, especially:
• Directors
• Executive level Managers
• Office Managers
• Administration Managers
• Executive Assistants to Senior Managers
• Human Resources Managers
• Team Leaders
• Supervisors
• Anyone who occupies a position of leadership or influence in an organization.
The Course Outline

Module 1: The concept of Leadership

Most of us have heard or seen very intelligent and highly skilled executives who get promoted to a leadership position only to fail at the job and perhaps also know of someone with solid but not extraordinary intellectual abilities and technical skills who was promoted into a similar position and then soared. What sets them apart and what then makes them a leader? In this module, we look at:

- Introduction to and the nature of Leadership.
- The power of influence and how to develop and enhance it.
- The types of power.
- Differentiate between Leadership and Management.

Module 2: Approaches to Leadership and Leadership styles

- Learn about the studied approaches to what makes a leader.
- Know about what qualities make a leader.
- Learn about leadership styles.
- Factors affecting Leadership styles.
- Identifying personal leadership styles in order to lead others.
- Qualities of a Good Leader.

Module 3: Understanding yourself as a Leader through personality

- Understand how to read personality using the insights tool.
- Have heightened self-awareness in order to manage yourself as a leader.
- Examine your own personality as a leader.
- Learn how to have effective relationships with direct reports, colleagues and superiors through reading their personalities.

Module 4: Effective Leadership Communication

- Understanding on leadership communication
- Awareness on the fundamentals of communication
- Communicating for today’s workforce
- Tools to sell and persuade upwards and downwards.
- The Communication secrets of a great Leader.
- How to implement Employee Engagement
- Implement Business communication strategies in order to get every level of the organization and every generation of the workforce to have an understanding of what the organization wants to achieve strategically and operationally.
- How to communicate with Baby boomers, Gen X and Millennials.
- Creating presentations that persuade and sell well.

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Module 5: Emotional Intelligence

- Understand what is Emotional Intelligence.
- The difference between IQ and EQ.
- Navigating emotions in the workplace.
- Learning to lead with the heart not just the head.
- How to develop and enhance your emotional intelligence.
- How to apply emotional intelligence for enhanced interpersonal communication.
- Practically apply emotional intelligence in difficult interactions.
- How to get results with emotional intelligence.

Module 6: The Implementation of Good Corporate Governance

- The principles and characteristics of good corporate governance.
- Four key elements of corporate governance.
- Linkage between governance, strategy & sustainability
- King IV code and checklist on corporate governance
- Global Standards: The Global Corporate Governance Forum
- Implementation guidelines and tools for corporate governance.

Module 7: Coaching and Mentoring Techniques to Accelerate Individual Performance

- Defining the difference between coaching and mentoring.
- 5 successful coaching techniques.
- Set goals to ensure success.
- What leaders need to know about the causes of poor morale.
- The mentoring agreement and mentoring relationship.
- Networking and facilitation as a means to career growth.
- How to turn “your” into “our”, to create a collective sense of responsibility.

Module 8: Create a Work Environment of Creativity, Exploration & Innovation.

- The business environment and its competitive forces.
- Globalization and the multi-national setting.
- Defining the need for organizational agility.
- How to inspire employees to be creative and innovative.
- The best environment for sparking new ideas.
- How to change a stifling workplace culture.
- How rewarding employees for their entrepreneurial spirit pays off.
- How Leaders build confidence in employees.
- How to eliminate the negative consequences of risk taking.

Module 9: Problem Solving & Motivating Employees to Find Solutions.

- Finding the better way to solve problems.
- Keep change and stress from hampering creativity.
- Applying process to problem solving and diagnostics.
- How to use the tools of “creative flexibility” and embrace change.
- The importance of employees’ need for recognition.
- How leaders coax employees into embracing change.
Module 10: Self Mastery and Personal Branding for Effective Leading.

• Creating a clear picture of how you want to be seen as a Leader by your followers and constituency.
• Creating a roadmap of where you want to go as a Leader and the timeframes.
• Creating a personal brand and unique brand proposition for maximum influence.
• How to create renown and legacy.
• Developing personal success indicators.
• Establishing a powerful online presence.

Module 11: Talent Acquisition, Management and Development for Succession Planning.

• Learn ways to monitor review and continuously refine a Talent Management system.
• Key issues, risks and challenges for Talent Management, Leadership Development and succession planning strategies in your organization.
• Creating Employee Value proposition for talent attraction and retention.
• Handling poor employee performance.

Module 12: Discover How To Match Leadership Styles To Employees and Challenges.

• Find out if participative leadership and a team approach fit the organization's situation.
• The use of Ethnography in matching employees to organizations.
• 5 points to remember when matching Leadership styles to various operational scenarios.
• Understand when to pull the reins in and when to drive the team(s).
• Use a flex style to flow through situation specific Leadership challenges.
• Hershey and Blanchard's Situational Leadership model.
• The use of Ethnography in matching employees to organizations and customers.

Module 13: Learn The Successful Leaders Approach To Design Thinking, Creative Thinking, Critical Thinking & Planning.

• Application of neuroscience to business.
• Consider details without letting them block the big picture.
• Understand risk and how to think about it as a leader.
• How to stay open to new possibilities.
• Practical methodologies on how to start the creative thinking process.

Module 14: Team Dynamics and How to Build a Successful Team.

• The stages of Team Development.
• Team Roles and how to identify them
• Team communication.
• How to lead when teams are overworked, overstressed and overloaded.

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DELEGATE INFORMATION

1. Prof/ Dr/ Mr/ Mrs/ Miss: .................................................................Tel: (+ ) .................................................................
   Position: .................................................................................................Email: ........................................................................

2. Prof/ Dr/ Mr/ Mrs/ Miss: .................................................................Tel: (+ ) .................................................................
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4. Prof/ Dr/ Mr/ Mrs/ Miss: .................................................................Tel: (+ ) .................................................................
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INDICATE THE WORKSHOP YOU INTEND TO REGISTER FOR

- RSA: October 22 – 26, 2018
- RSA: November 25 – 29, 2018
- Dubai: June 24 – 28, 2018
- Dubai: November 18 - 22, 2018

Event Options:

JOHANNESBURG, RSA FEES

- 5 day summit = USD 2,500.00 per delegate include, training material, lunch and limited refreshments.
- 5 day summit = USD 3,550.00 per delegate include 6 nights bed & breakfast, round trip airport transfer, lunch, conference documentation and limited refreshments.

Optional:
Team Building Excursion: (Guided in and around Johannesburg)

1 Day 2 Day 3 Day
USD 150 USD 200 USD 250

DUBAI, UAE FEES

- 5 day summit = USD 3,000 per delegate include, training material, lunch and limited refreshments.
- 5 day summit = USD 4,400 per delegate include 6 nights bed & breakfast, round trip airport transfer, lunch, conference documentation and limited refreshments

AUTHORIZED SIGNATURE:

Prof/ Dr/ Mr/ Mrs/ Miss: .................................................................Organization: .................................................................
Signature: .................................................................................................Telephone: .................................................................................................
Position: .................................................................................................Email Address: .................................................................................................
Physical Address: .................................................................................................Postal Address: .................................................................................................
VAT No: .................................................................................................THIS BOOKING IS INVALID WITHOUT A SIGNATURE

PAYMENT OPTIONS:

- Bank Transfer: First National Bank; Constantia Kloof Branch, Code 250655; Acc. no. 62283359571; Swift Code: FIRNZAJJ
- Credit card: VISA
- MasterCard

TERMS & CONDITIONS

Payment Terms:
- Payment must be completed 7 days from the date of invoice. Admission to the event is dependent on the completion of full payment.

Event Charges:
- For reasons beyond our control, the timing, content and speakers of an event may be altered. In the event that our event is postponed or cancelled, delegate payments will be credited to any future Hundfold Global event (such credits are available for a year). Hundfold Global is absolved from and indemnified against any loss or damage as a result of any cancellation, postponement, substitution or alteration arising from any cause whatsoever.

Delegate Cancellations:
- All cancellations must be received by Hundfold Global in writing. Cancellations received in writing more than 21 working days prior to the event being held will attract a 50% cancellation fee. Should cancellations be received within 21 working days from the event date, the Conference fee is payable and non-refundable. Non-payment and non-attendance does not constitute cancellation. No show will be charged the full registration fee. Cash alternatives will not be offered, however substitutes at no extra charge are welcome. Any cancellations received less than 15 working days before the event start date do not entitle the delegate to a refund or credit note and the full fee must be paid. None attendance without notification is treated as cancellation with no entitlement to any refund or credit.
- Bookings with accommodation are subject to the contract between Hundfold Global and the Hotel concerned.

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