



Management Development Training Module Options – 2 hour sessions

1.	The Future of Management	The world of management has changed. What are the drivers that is causing this change and how do you adapt to them? What brought success yesterday will bring failure tomorrow.
2.	21st Century Leadership	The requirements of a changing world means that leadership must adapt too. Learn to build collaboration, to lead a changing workforce to empower your people, to share decision making and unlock engagement.
3.	Vision – Creating Shared Understanding	People are mobilised by a clear, challenging, inspiring vision. Learn how to harness the power of vision, by creating it, selling it and driving it.
4.	How to Lead Millennial's	The millennial generation are struggling to fit into the corporate work. How do I learn to understand how they think, how to coach them and how do adapt my work place to create space for them?
5.	Inter and Intra Personal Relations (EQ)	Understand the business case for emotional intelligence, what the critical factors are and how to improve your own EQ.
6.	Building a Collaborative Community at Work	The days of an individual being the saviour of a business are over. A good team is always stronger than the individual. How do you build a workplace where people work together actively for the success of the business?
7.	Managing Performance	Understand the factors that impact on personal work and how to address and solve them.
8.	Sharing Power, Knowledge and	In a collaborative work environment, no longer is the boss the smartest and most knowledgeable. We need information and the power to make decisions pushed down to the employees closest to the customer. How to you empower your staff?
9.	Embracing Change	Change is difficult for most people. This workshop enables leaders to understand the dynamics of change, the impact of change on employees and how to manage change as effectively as possible. How do you embrace change instead of fear it?
10.	Innovation – Unlocking New Value	Learn to look at your work and business with new eyes. Be willing to ask, 'why do we do it that way?' Challenge the sacred cows in your business. Find new ways to be successful in a changing world where success is fragile.
11.	Upholding Customer Values	The customer is number 1, not just in theory. How do you best represent what is important to your customer and how do you ensure a focus on what's important to him?
12.	Facilitating Collective Learning	We are all beaten a path through the bush in this changing world. None of us have been there before. We have to learn together. How do we facilitate this collective learning process?
13.	Creating Focussed Measures	Measurement is good, if you are measuring the right things. How do you create a dashboard of critical measures that drive your business?
14.	Leadership Styles	What is the right way to lead? What is your leadership style? What are the strengths and weaknesses of your style? How can you learn to adapt?
15.	Leadership and Credibility	"They won't believe the message if they don't believe in the messenger." What is credibility? What affects my credibility and how do I become more credible?
16.	Managing A Multi-Generational Workforce	How do you manage the complications of different generations, with different values, beliefs and ways of doing things?
17.	Creating an Engagement Culture at work	What are the factors that impact on employee engagement? How are we doing in these areas and how do we change our culture if it an environment that stimulates engagement and productivity?
18.	The Skills of Coaching	Passing on knowledge and skill is crucial to staff grow and development. How do I learn to coach using observation, asking questions, listening skills and providing feedback?
19.	Mentorship	Leadership styles and how you manage staff has changed because the new generation of employees requires a difference response to what their parents and grandparents did. Discover the power of mentorship, which is rooted in a depth of relationship between manager and employee, not previously required to get the job done.
20.	Workplace Relations – Dealing with Diversity	How do we create a workplace of mutual respect, understanding and trust in a typical multi-cultural South African business environment?
21.	The 5 levels of Leadership	Built on John Maxwell's model, we unpack how to move your leadership influence from Level 1 (compliance) up to a level of influence, just because of who you are. (Personal credibility)

22.	Effective Communication		This is not about communication tools, but rather about a change of mindset to the valuing of people and how to communicate that in personal interactions.
23.	Crucial Conversations		Honest, heart-felt straight talking is difficult for most people. How do you address the tough job of dealing with difficult issues without losing the person in the process?
24.	The Power of Influence		How do I move from relying on authority, which is rooted in a fear response to using influence which is rooted in buy-in and inspiration.
25.	Reward and Recognition		What methods of reward and recognition works today and how do you use them effectively
26.	Delegation Skills		Learn to give away responsibility in order to grow and empower your people, at the same time giving yourself time to focus on the right critical issues you are required to fulfil that no one else can do.
27.	What Drives People		What are the basic psychological needs that all people have? How do we find ways to unlock those needs and create optimal motivation levels?
28	Authentic Leadership		The most amazing leaders are those who dare to be their true selves, powerfully. People want to give them their best. But in a business world that's so competitive and uncertain, how do you connect with others more authentically? Brave is being your most confident, powerful and authentic self. Whether you're the CEO of your company or a team leader at work, school, family or community, you can lead bravely and have an impact.
29	Raising the Bar for Middle Management	NEW	This is about exploring strategies to get your next level leaders to rise to the challenge of future senior leadership. It addresses the challenges from both senior and middle management perspectives and explores practical ways to close the gap.
30	Toxic Leadership	NEW	A toxic leader is a person who has responsibility over a group of people or an organization, and who abuses the leader–follower relationship by leaving the group or organization in a worse condition than when they first found them. This workshop explores the characteristics of this harmful leadership style and offers suggestions on how to deal with it.
31	Extraordinary Influence	NEW	Leaders have long searched for the key to help others excel and realize their potential. Science in recent years has discovered that affirmation sets in motion huge positive changes in the brain. Mobilizing this discovery, Extraordinary Influence offers a compelling new approach to align workers with an organization's mission, strategy and goals.
32	The Art of Storytelling for Business Success	NEW	Today, storytelling has emerged as a strategic skill that every business leader must master. Yet, few use storytelling to its full capacity. By adapting proven story structures and conventions, you can transform forgettable presentations into truly compelling ones and make lasting impressions with every interaction.
33	Agile Management	NEW	Smart companies are transforming the way work gets done. Agile Management enables a team, a unit or an enterprise to nimbly adapt and upgrade products and services to meet rapidly changing technology and customer needs. Learn the three laws of Agile management, embrace the new mindset, overcome constraints, make the entire organization Agile.
34	Cultural Intelligence	NEW	CQ is cultural intelligence, a compelling new measure that strongly correlates with your ability to thrive in the workplace today. CQ extends beyond simply registering cultural differences; it's proven to positively impact your ability to communicate, network and lead in our culturally diverse workplaces and globalized world.
35	The Power of Community	NEW	This workshop explores how to transform your organization by tapping into the human need to connect with and feel valued by others. When people feel they're part of something bigger than themselves, they're more collaborative, creative and innovative and this will always drive organizational success.
36	The Future of Work	NEW	The world of work is undergoing a major process of change. The future of work is being shaped by two powerful forces: The growing adoption of artificial intelligence in the workplace, and the expansion of the workforce to include both on- and off-balance-sheet talent. What changes could be in store for the workplace, the workforce, and the nature of work itself?
37	Leadership Competencies for 2020	NEW	Organizations must radically rethink all of their stakeholder interactions, especially those involving their human capital. This includes how to acquire, deploy, develop and retain their people. Bold leadership characteristics will be required to ensure your business adapts and thrives.
38	The Pressure of Big Decisions	NEW	Leadership lessons from the life of Winston Churchill as depicted in the movie "Darkest Hour" This workshop explore the story of how the United Kingdom decided to enter the war with Hitler in 1940 and the role Churchill played in making this major decision.
39	Permanent Flexibility	NEW	"Flexibility is about an employee and an employer making changes to when, where and how a person will work to better meet individual and business needs. Flexibility enables both individual and business needs to be met through making changes to the time (when), location (where) and manner (how) in which an employee works.