

# Empowering Tomorrow's Leaders

## Treetops Leadership Programme 1

**"No man is free who is not a master of himself." - Epictetus**



### Introduction

Jim Collins (Good to Great) says if you put on the leadership cloak you indicate that you are prepared to accept responsibility for:

- Leading for Change
- Leading and directing others
- Managing conflict
- Strategising
- Solving problems
- Making tough decisions
- Inspiring people
- Managing consequence
- Managing teams

If you are not prepared to do this, do not put on the cloak. This is indeed a tall order, especially in a fast-changing, competitive world where technically competent individuals must deal with the near impossible.

Gary Hamel states that "While the world is changing dramatically our leadership paradigms and philosophy basically stayed the same".

The good news however is that we have discovered more about the brain and how the brain works over the past 3 years than ever before. This allows us to challenge people's leadership paradigms and their approach to the leadership task and finding a work-life balance. The TLP 1 (Treetops Leadership Programme 1) focuses on the individual, his or her unique talents and through an enriching experience and leadership journey, equip them in practical ways to deal with today's leadership challenges. This is a totally personal, practical programme that has been the foundation course of many of South Africa's current Top Leader Managers.

### Learning objectives and outcomes

- Individuals discover their own strengths and how to play to these strengths as they are the reason for their success.
- Leaders develop a deep appreciation for the importance of wearing the leadership cloak with the required competence, purpose, grace and humility.
- They acquire practical skills that allow them to embrace the leadership tasks of *directing, relating, empowering, and facilitating and managing transformation*.
- They reclaim the inner confidence that allows them to balance the people-task dimensions and to ensure the Flawless execution of strategy.
- Allowing leaders to plan across the operational, tactical and strategic windows.
- Harnessing the diversity of the unique gifts that individuals bring to teams and into a 'high performance' unit.
- Leadership behaviour not only reflects intention, but also one's character and competence.
- It allows individuals to execute and deliver on purpose, allowing the organisation to fulfil its mandate and underlining the importance committing to a lifelong journey of not only growing yourself but also the organisation, others and teams.

#### Duration

- 4 –day programme

#### Training Method

- Highly interactive focusing on what leader managers do rather than on the theoretical philosophy of what they should do.
- Participants work through real life case studies and problem scenarios

#### Unique value add

- It is a personal programme focusing on the individual's strengths and development areas
- It is a journey and not an intervention
- It is targeted, focusing on the individual's leadership repertoire
- It is tried and tested and has evolved over the past 20 years.

**"One-self is at the base of everything. Every action is a manifestation of the self. A person who does not know himself can do nothing for others".**

- E Yoshikawa -

# AGENDA

Our programme is a learning journey, not an intervention

<b>Phase 1</b> <b>Leadership profiling and assessment</b>	<b>Phase 2</b> <b>Feedback and mapping the Development Journey</b>
<p>This step is the key difference to other leadership development programmes. We at Treetops have, over the past 30 years made it our business to understand what is required for leaders to be successful.</p> <p>On the first day of the programme individuals go through one of the "Benchmark Leadership Profiling and Assessment Centres in South Africa". This answers the question of where they stand in terms of their own management and leadership competencies. It identifies strengths and potential development areas.</p>	<ul style="list-style-type: none"> <li>• This takes place during the morning of Day 2.</li> <li>• Individuals receive individual feedback on their leader-manager profile and it prepares them for the future journey and highlights what they need to focus on during the development phase of the programme.</li> <li>• It covers:               <ul style="list-style-type: none"> <li>○ <i>Highlighting strengths</i></li> <li>○ <i>Identifying Development areas</i></li> <li>○ <i>Optimising the training/toolbox input</i></li> <li>○ <i>Explaining the inter-relationship between personality, leadership behaviour, business acumen and technical competence</i></li> </ul> </li> </ul>
<b>Phase 3</b> <b>Modular inputs through action learning, engagement and interactive presentations and sessions.</b>	<b>Phase 4</b> <b>Partnering for the future</b>
<p><b>The modules can include the following:</b></p> <ul style="list-style-type: none"> <li>• The Leadership tasks of envisioning, empowering, engaging and relating</li> <li>• Leading High Performance Teams</li> <li>• Problem-solving and Decision-making</li> <li>• Managing Innovation and Change</li> <li>• Communicate and influence with impact</li> <li>• Coaching, Counselling, Reinforcement and Recognition for Performance Improvement</li> <li>• The Art of Self-management and Time</li> <li>• Delegation</li> <li>• Integration</li> </ul>	<p><b>This is an on-going process that involves the following:</b></p> <ul style="list-style-type: none"> <li>• A comprehensive individual report that is presented in a facilitated discussion between the candidate, his or her manager and the HR</li> <li>• The report focuses on the individual's leadership profile, strengths, development areas and reaction to training</li> <li>• It further includes a comprehensive <u>2-year In-task Development Plan</u></li> <li>• It slots into existing performance and talent management systems</li> <li>• It provides on-going support and coaching</li> </ul>

**Target Population: "Managers making the transition from technical expertise to a leadership role"**



**NQF Level 5 \* 8 Credits**  
**Unit Standard: 120300**  
**SETA Accreditation No: 0244**



*Man has his future within him, dynamically alive at this present moment*

*- Abram Maslow -*



**Partners in Transforming**