



# TRANSFORMATIONAL LEADERSHIP

## Your Organisation's Advantage

### This benchmark Leadership programme's offering

We live in a fast-changing, volatile, complex world that requires reserves of resilience, creativity and adaptability like never before in history. The futurist Charles Handy says *"It is doubly so if you are in a leadership position"*. Traditional Leadership theories and paradigms are not going to cut it.

To be a Leader means 'running fast enough to stay ahead of your people as well as your competitors'. To do this you *need a special skill-set*. We at Treetops call it *"Transformational Leadership"*.

This programme is aimed at not only helping you to adapt to the challenges, but to become a *'pace-setter'* and a *'Change Master'* - not somebody who is *following the path, but rather leaving a trail'*.

The *'Leadership Journey'* starts within you; *first leading yourself and then leading others, building high performance teams, managing your division and organisation.*

We are proud to state that over the past 25 years we had more than 600 Alumni who are currently leading organisations across the globe: *African Library Leadership Programme; Africon LDP; Tongaat Hulett Sugar; Compass Group; Grinaker LTA* and others.

***"Treetops sculpturing South African Leaders for the past 25 years"***

### Purpose

This course is for you if you want to *enhance your leadership skills, refine your strategic IQ, develop your EQ and reinforce your team leadership skills*

### Learning outcomes

- To discover and develop your own Leadership compass / GPS
- To enhance your personal mastery time management and interpersonal effectiveness
- To equip yourself with inspirational communication skills
- To enhance your strategic IQ and find ways to bridge the execution gap
- To find the keys to leading and building diverse High Performance Teams
- To discover ways in which to engage individuals so as to release the 'creative spirit within the organisation'
- To translate effort into real time performance
- To develop organisational resilience

***"A Leader takes people where they want to go. A great leader takes people where they ought to go" (JFK)***

Level level of training: FET, HET and NQF level 4 and higher  
Duration: 4 or 5 days, depending on the level and/or specific requirements of company  
UNIT STANDARD - 120300



Partners in Transforming

“Giving people self-confidence by far the most important thing you can do as a leader, because then they will act”

J. Welch

## COURSE CONTENT

Phase 1: Contracting, Assessment & Discovery Phase (Pre-course and Day 1)	Phase 2: Personal Individual Feedback & Development Plan (Day 2)
<ul style="list-style-type: none"> <li>• Agreement on expectations</li> <li>• Development Centre methodology</li> <li>• Management simulations</li> </ul>	<ul style="list-style-type: none"> <li>• General feedback</li> <li>• Leadership style, competencies</li> <li>• Celebrating strengths</li> </ul>
Phase 3: Modular Development (Day 2 - 4/5)	Phase 4: Follow-up and Sustainability
<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Strategic IQ</li> <li>• Problem solving and Decision making</li> <li>• Performance Management</li> <li>• Team Effectiveness</li> <li>• Coaching for Results</li> <li>• Inspired Communication</li> </ul>	<ul style="list-style-type: none"> <li>• Individual Report and 2-year Development Plan</li> <li>• In-task feedback with Manager and HR</li> <li>• Further In-task Development Plans and Follow-up</li> <li>• Talent Management and Succession Planning</li> </ul> <p>This will be done in close liaison with Human Resources Department’s Talent Management Unit or section and delegate’s manager</p>

### Training methods

Action learning; highly participative; interactive and engaging; exposing individuals to practical simulations; role-plays and group discussions; aligned with the latest leadership theories. An essential part of this journey is for individuals to formulate and craft their own Leadership Philosophy and to discover their inner-leadership GPS/Compass

**Target population: Executives and Senior Leadership**

### Client Feedback

Managing Director in Hospitality Industry

*“The Transformational Leadership input from Treetops had a significant impact on my career as a manager”*

Managing Director of one of South Africa’s largest companies in the Chemical Industry

*“I have the utmost faith in the Treetops team and they impressed me with the creative way in which they have assisted us in our Strategic Cultural Integration”*

Vice President of an International Motor Manufacturing Company, South America

*“I’ve learnt more from Treetops’s Transformational Leadership in one week than in one month from the business school”*

Executive Director in a Government Department

*“The leadership framework I use daily is based on the Transformational Leadership programme I attended at Treetops and Johan’s input”*