

**M-Cot Corporate Training & Kavana Consulting** present the

# Advanced Leadership Development Programme

*Creating Breakthrough performance through the Art of Leadership.*

Using International tools, case studies and content from “thought-leaders” around the world, this programme will challenge, enable and inspire you to new levels of Leadership.

**When?** 7-9 July 2015 (3 days)

**Where?** Paulshof, Sandton

**How much?** R5950 excl vat per delegate

**Why this course?** What are the greatest challenges you face as a manager? Our work with clients over the past twenty years has given us extensive insight into the challenges all managers face as they rise through the ranks of their organisation. One of the biggest challenges is to find a way to shift from just being a manager to becoming a dynamic and inspiring leader - a leader who creates a culture of break-through performance both for themselves and others. To achieve this, managers need to develop the critical skills of how to:

- Communicate to and lead different personalities
- Effectively manage conflict and build relationships
- Create a motivating, high performance culture
- Influence others
- Coach and mentor staff to new levels of performance
- Effectively deal with the problems and challenges that we all face

## ***Who will benefit from this programme?***

ALL levels of management – particularly people moving up the ranks and needing to develop key leadership skills as well as middle to senior managers overseeing departments and teams.

## **What previous delegates have said about our Leadership Workshops:**

- *"Outstanding examples of life experience; enjoyed the session, the team building games, videos and discussions; wonderful opportunity for self-reflection and practical tools to use"* – Curro Schools
- *"A wealth of knowledge and incredibly informed - I enjoyed every minute of it and I am sure this will help me and my team's development going forward"* – Hytec Holdings
- *"Best facilitator that I have come across; this was the best thing that has happened to me"* – Discovery
- *"You are a blessing to a tired soul"* – Curro Schools
- *A well-structured workshop. The best workshop I ever attended with a superb integration of subject areas. – Mpumalanga Provincial Government (Dept of Agriculture)*
- *"Excellent. I have never been through a course where the facilitator has been so incredible"* – Discovery

***"Leadership is Positive Influence creating Desired Results through Relationships"***

### About the Presenter – Clyde van Zyl

Clyde is a Training Specialist, Coach and Consultant with various post graduate qualifications in the areas of coaching, management and psychology. Clyde has worked with clients in South Africa, Swaziland, Mozambique, Botswana, Namibia and Belgium.



He has undergone training both locally and internationally (USA and UK) in the areas of Leadership, Organisation and People Assessment, Coaching and Personal Development. His passion is inspiring and enabling organisations and people to create the success they wish for themselves and others.

Outside of his professional life, Clyde is a qualified Childline Counsellor, Ex Provincial Squash Player and Squash Coach and a Scuba Dive Master. Clyde is married to Kathleen and has three children.

### About the venue

Our training venue is set in a safe and peaceful, semi-rural environment – delegates will immediately feel relaxed and released from their office pressures, allowing them to actively participate in three full days of enlightenment, motivation and meaning.

Delegates need only bring three things:

- ☑ An open mind
- ☑ A desire to learn *and*
- ☑ A sense of humour

*(see below for a glimpse of what we cover)*

## **Advanced Leadership Development Programme (ALDP),**

*presented by*

**M-Cot Corporate Training in conjunction with Kavana Consulting**

***An Intensive 3 Day Workshop with precourse preparation***

### **Course Pre-work:**

Participants will be required to complete the online Strengths Deployment Inventory (SDI) and additional self-reflection and observer assessment exercises prior to attending the course.

### **DAY 1: Personal and Inter-personal Effectiveness: The Strengths Deployment Inventory \***

Participants will complete the International Self-assessment tool, the Strengths Deployment Inventory (SDI). The SDI was developed by international psychologist, Dr Elias Porter with the understanding that the quality of an organization is impacted by the effectiveness of its relationships. People can work together more effectively when they better understand themselves and co-workers and feel more in control of their own behavioural choices—both when things are going well and during conflict.

This module will develop participants ability to build productive relationships, manage conflict more effectively and develop their overall personal and inter-personal awareness and effectiveness.

*\* Kavana Consulting is a licensed practitioner of the SDI, for further information on this powerful self-assessment tool, click **SDI** under Strengths Deployment Inventory on our website home page*

## **DAY 2. The Art of Leadership – Creating a High Performance Culture**

Using written and video based leadership case studies and content from “thought leaders” around the world, we will explore the key roles and rituals of leadership and how leaders can use the art of influence to create a motivating and empowering work environment. A real life Leadership Case Study is presented on how a leader turns his staff from being the lowest performing “unit” to the highest performing “unit” and identifies practical leadership skills to create a high performance culture that has continued long after he left the organisation.

## **DAY 3. Coaching, Mentoring and Problem-Solving Skills for Breakthrough Performance**

One of the greatest challenges managers face is coaching and mentoring people in a way in which builds relationships, solves problems and improves performance. This module will explore a coaching model and various conversation structures and tools to manage performance and problems effectively. Using a real life case study we will look at how Tony Robbins, the number one coach in the world helps people to turn their lives around after facing the most difficult circumstances imaginable. Breakthrough performance concepts and tools will be identified following the case study.

### ***Can any ambitious manager afford to miss this outstanding opportunity to develop?***

We limit each programme to 15 delegates, so contact M-Cot Corporate Training *now* to reserve your place: [sueo@m-cot.co.za](mailto:sueo@m-cot.co.za) or call 0860100600

*Multiple bookings discount: book 2 or more places and we will discount your invoice by 15%*

*Please note: **Bookings close on 26 June 2015** as seats are limited and participants will need time prior to the workshop to complete their online assessments and course pre-work. Don't delay, make your booking now to avoid disappointment.*

### ***About M-Cot Corporate Training***

M-Cot's reputation for quality training delivery spans more than 24 years. Our strength lies in our resource base of loyal and passionate specialists with whom we have developed the programmes that they themselves present – we do not make use of “generalist” trainers.

Fully Seta-accredited since 2007, many of our facilitators are also assessors, moderators and skills development facilitators.

We are classified as B-BBEE level 4 (exempt) and hold a current tax clearance certificate

Almost unique in the training services industry, M-Cot offers a no-charge guarantee; we are confident of our service quality to the extent that, if delegates rate the programme “average” or “below average”, we will not charge for that programme.

M-Cot Corporate Training co. reg: 1998/020024/07 MICT Seta Accreditation: 2007/00/829

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