Comprehensive Leadership Masterclass Series

For the company who wants to build a pipeline of leaders for the future. The development agenda allows a deliberate focus on accelerating readiness for leaders to compete when the roles become available.

Key Objectives of the Leadership Masterclass Series



Accelerate leadership readiness for those with potential to join leadership roles within 18mths to a 3 year period.



Create a pipeline of leaders ready to take on senior leader roles as and when they become available.



Align mentorships to ensure critical experiences that allow potential leaders to acquire capability prior to possible appointment in leadership roles.



Enable opportunity for attendees to develop leadership behaviors critical to leadership roles.



Provide attendees an understanding of relationship mapping, understanding of topics to be familiar in leadership roles.



Understanding the importance of Social Impact, Speak Up Culture and Ethical Behavior.

Assessments

PDA Assessment on key behavioral competencies

SCARF Assessment Neuroscience of Reward and Threat State



PDA on leadership behaviors to align strengths and areas of opportunities

360 Reviews Potential and Performance

Reviews on Future
Potential and
Performance Standard



Unpack Blind Spots through 360 reviews and level of importance

Personal Development Plan

Feedback on
Assessment and
Review to enable
creation of PDP
aligned to
development of areas
of opportunity and
leveraging strengths.



A focused personal development plan is created by each attendee

Bite-Sized Learnings and Coaching

Understanding Self,
Powerful Dialogue,
Team Dynamics,
Relationship Mapping,
Managing Change,
Confidence,
Courage,
Assertiveness



Topics aligned to leader capability & gaps, enabling an effective leader

Exposure

Mentoring Shadowing Stretch Assignments



Identify Mentor and attendee to drive the process and seek stretch assignments

Through a simple, precise and scientifically validated methodology, the PDA describes and analyses the behavioral profiles of individuals identifying their talents, motivators and strengths that will allow identifications of areas of opportunity and implementation of personal development plans. In addition PDA measures, energy, motivations, behavior and self-control.

The recent World Economic Forum report describes the top 10 work related skills required for roles of the future. Tabled below are these top 10 skills in relation to the PDA competencies.

WEF 2020 Skills

Complex problem solving | Critical Thinking |
Creativity | People Management | Coordinating with
others | Emotional Intelligence | Judgement &
Decision Making | Service Orientation | Negotiation |
Cognitive flexibility Problem Solving and Planning

PDA Competencies

Initiative and strategic Thinking | Innovation | People Management | Big Picture View of the Business | Impact & Influence and Leadership | Interpersonal sensitivity and self-control | Inclination for Quality Products & Projects & Results Orientation | Communication and Developing Others | Business Skills | Pursuit of Information

Cost – R6,347.00 per attendee Payment plans available



