

► OVERVIEW

INTRODUCTION

Do you know yourself? Perhaps a better question is: Have you thought about the way you come across as a leader? Do you like what you see? Do others?

When we think about ourselves, our natural instinct is to say that we mean well. But those around us judge us by our behaviour, not our intentions. For nearly 40 years, the global Center for Creative Leadership (CCL) has taught leaders just like you to consider how their behaviour affects others — and themselves. This four-day programme, presented in association with the CCL, uses selfawareness tools and activities to enhance your leadership capabilities.

You will learn strategies for continuous development through extensive assessment, group discussions, self-reflection, small group activities and personal coaching. And because of our strong focus on development planning, which ties programme experiences to the context of your workplace, your programme will be uniquely about you.

Does it work? Our alumni typically describe the CCL programmes as the singular development experience that has changed them the most, both personally and professionally.

WHAT SETS THIS INTERVENTION APART?

Like many similar programmes from the world-renowned Center for Creative Leadership, the Leader Development Programme annually shapes the lives and careers of participants worldwide. The design of this truly international programme is based on 30 years of research and experience.

PAST PARTICIPANTS' COMMENTS

"I found the programme very insightful. It gives you the opportunity to see the real you." – James Rea, Area Manager, Clover

"It covers all the important aspects of leader development." – CJ de Beer, National Sales Manager, McCain Foods SA

"A very good, informative programme. I will encourage others from my company to attend." – Linda Stephen, Technical Manager, Excellent Meat

► WHO

WHO SHOULD ATTEND?

This programme is aimed at mid- to senior-level managers who are willing to listen to what others say about them – and take positive action based on that feedback – in exchange for becoming a more effective leader.

ADMISSION REQUIREMENTS

It is assumed that participants comply with the following requirements: English language competence at NQF level 4. Sufficient ability to read and comprehend learning material, write assignments and follow/participate in discussions on management issues.

► BENEFITS

HOW WILL YOU BENEFIT?

After completing this program you will be able to:

- give and receive feedback more effectively
- lead change in your organisation
- build and maintain productive relationships
- develop others to be their best
- manage yourself
- leverage differences in other people
- set clear, achievable goals (in a 2-hour, confidential one-to-one review of your data with a certified CCL feedback coach)



WHEN & WHERE

CAPE TOWN

Mont Fleur Conference Venue,
Blaauwklippen Valley, Stellenbosch

2 Programmes:

- 15 – 18 May 2012
- 21 – 24 August 2012

FEES

FEES

R26 900

Please note that programme fees, faculty and dates are subject to change.

ENQUIRIES

CONTACT PERSON:

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CERTIFICATION

On successful completion of the programme, participants will receive a certificate from the Center for Creative Leadership.

▶ WHAT

CONTENT OVERVIEW

PHASE 1: ASSESSMENTS

Distribution and completion of pre-course assessment materials.

PHASE 2: FACE-TO-FACE GROUP SESSION

DAY 1: SELF-AWARENESS

Learning your behavioural strengths and areas for development

- Forge connections with fellow participants and discuss definitions of leadership.
- Understand how your personality and behavioural patterns influence your leadership style.
- Learn a behaviour-based model for developmental feedback.
- Understand results on CCL's world-class 360-degree assessment of leadership skills and perspectives and factors of derailment.

DAY 2: IMPACT

Learning the unintended consequences of your behaviours

- Engage in group activities that centre on stress and on how best to leverage differences.
- Prepare for a coaching activity and set an intention and behavioural goal.
- Identifies behaviours that are most effective for a specific team member in the areas of communicating, directing, and developing others.
- Increase the effectiveness of problem-solving and decision-making by helping individuals to understand different work preferences.

DAY 3: INTENTION

Learning purposeful leadership behaviours

- Understand results on change style assessment.
- Practise leading change in group activity and discuss a model that describes the change process in organisations.
- Understand a framework for coaching; engage in videotaped coaching role play and discuss what you see.
- Prepare for integration.

DAY 4: INTEGRATION AND DEVELOPMENT PLANNING

Learning how you can best analyse and synthesise feedback and put the lessons into practice for your situation

- Peer feedback.
- One-to-one session with a certified CCL feedback coach.
- Review where you are right now.
- Chart a course for where you want to be by setting out your mission and goals – and put the goals in the context of the bigger picture that is your life.
- Understand how to check your progress and renew your commitment to make changes.

- Take action to continue your development into the future – and consider carefully what kind of support you'll need along the way to be successful.

PHASE 3: BUILDING FOR THE FUTURE

- Keep your goals in sight by taking part in a 10-week web-based follow-up goal management system that allows you to build on what you have learned at CCL and discuss your progress with a CCL feedback coach and/or other Leader Development Program participants through a phonebased follow-up session.
- Connect your development to your organisation and continue building upon your leadership skills through online or in-person coaching with an accountability partner from your organisation.

▶ FEES

FEES

R26 900

Fees include programme fees, programme material, lunch and refreshments, and are payable before the commencement of the programme.

CANCELLATION POLICY

It is of utmost importance that USB-ED be formally notified of cancellation 14 days prior to the commencement date of the programme.

A cancellation fee of 10% will be payable for cancelling fewer than 14 days prior to the commencement of the programme.

Please note that programme fees and dates are subject to change.