



Derek Hendrikz Consulting Presents:

The Art of Leadership & Practice of Management – Practical Workshop

Duration:	3-days
Max. Participants:	20
Facilitators:	1
SETQAA Accreditation:	Services SETA – Decision Number 2072

About the workshop:

The 'Advanced Management and Leadership Skills' Programme is designed to give participants the necessary managerial and leadership skills to take their organisations forward in a constant changing environment.

The programme consists of seven modules:

1. Working with organisational purpose and strategic intent.

The Essence of Leadership:

2. Insight – the power of Awareness
3. Innovation – the power of Change
4. Influence – the power of Vision

The Essence of Management

5. Focus – the power of Direction
6. Empowerment – the power of Authority
7. Containment – the power of Order

The workshop outcome:




On completion of this workshop the participant should be able to effectively apply leadership and managerial skills within a constant uncertain and changing environment.

Workshop Objectives:

Participants will achieve the workshop outcome by being able to:

- Understand and apply the different roles of management and leadership.
- Understand and apply effective management and leadership processes as applicable in their own working environment.
- Use the tools given in the programme to function effectively within ones own organisational purpose and to understand why the external environment sponsors this organisational purpose.
- Design an action plan of practical workplace application.

Included:

-  All programme materials and handouts.
-  Issuing of certificate on completion of programme.
-  Record keeping of all results and assessments in order for participants to receive recognition for prior learning through the National Qualifications Framework.

Training methodology:





The methodology is based on interactive learning, i.e. learners will learn by doing. Furthermore learners will use examples from their own organisations, thus ensuring that the learning is anchored at their workplace.

As with all DHC training programmes, we strive to effect actual change back at the workplace through effective and practical outcomes based training.

Programme:

Time:	Day 1:	Day 2:	Day 3:
08:00-10:00	Working with Organisational Purpose	Innovation – working with organisational change	Empowerment- establishing organisational authority
10:00-10:30	<i>Convenience Break</i>		
10:30-12:30	Strategic Intent – expanding your organisation	Influence – working with organisational strategy	Containment – keeping your organisation intact
12:30-13:30	<i>Lunch</i>		
13:30-15:00	Organisational Insight – the ability of constant awareness	Focus – working with organisational direction	Practical Application – putting skills into action
15:00-15:15	<i>Convenience Break</i>		
15:15-16:00	Day Review	Day Review	Programme Evaluation

Who should attend?

-  Directors & Senior Management.
-  Managers on all levels.
-  Organisational Change Agents.
-  Any person who is interested in the art of leadership and practice of management.

Day 1:***Working with organisational purpose:***

-  Defining the organisational mission.
-  Understanding the management / leadership crucible.
-  Creating a frame through mission and values.

Strategic Intent – expanding your organisation:

-  Defining organisational vision.
-  Putting vision to work for organisational expansion.
-  Purpose (mission) vs. Strategic Intent (vision).

Organisational insight – the ability of constant awareness:

- The danger of perceived reality.
- Understanding the dynamics behind organisational structure.
- Understanding the source of organisational energy.
- Six ways of gaining organisational insight.
- Working with the organisational hemisphere matrix®.

Day 2:

Innovation – working with organisational change:

- Creating the future and the power of options.
- Understanding the innovation paradox®.
- Understanding the innovation cycle.
- Putting innovation into action.

Influence – working with organisational strategy:

- The mechanics, dimensions, and levels of influence.
- The 'R3' approach to change.
- Influence in action.

Focus – working with organisational strategy:

- Determining reality through focus.
- Understanding the six poisons of focus.
- Ways of establishing organisational focus.
- Creating a model for effectiveness.

Day 3:

Empowerment – establishing organisational authority:

- What and how do we empower.
- Working with the OD window®.
- Conscious vs. subconscious organisational aspects.
- Taking action & ensuring implementation.

Containment – keeping your organisation intact:

- How and what must be contained.
- Strategy, policy and structure as sources of containment.
- Understanding the development phases of an organisation.

Practical Application – putting skills into action:

- This session will focus on practically applying the workshop knowledge in organisational context.
- Organisational specific problems will be worked with here.

Derek Hendrikz Consulting cc:*(1997/060793/23)*

- Tel: 012 567 2824
- Fax: 012 543 3292
- E-mail: hello@derekhendrikz.com
- URL: www.derekhendrikz.co.za
- P. O. Box 14557, Sinoville, 0129, South Africa

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