



Derek Hendrikz Consulting Presents:

Transformational Leadership

Duration:	2-days
Max. Participants:	20
Facilitators:	1
NQF Level:	5
SETQAA Accreditation:	Services SETA – Decision Number 2072

About the workshop:

The 21st century has thus far been characterised by phenomenal organisational change and transformation. Organisational leaders and managers are constantly measured against their ability to renew and reinvent; an essential organisational skill for those who aim to stay relevant. The workshop is uniquely designed to translate transformational leadership theory into organisational practice. A holistic approach is used and takes the learner through a journey, from the traditional understanding of transformational management to a more post-modern application.

The workshop outcome:

On completion of this workshop the participant should be able to apply transformational leadership skills, which is aimed at bringing about dynamic change and transformation within the workplace.

Workshop Objectives:

Participants will achieve the workshop outcome by being able to:

- Understand the concept and basic principles of transformational leadership.
- Manage organisational change initiatives.
- Manage organisational resistance to change.
- Apply awareness skills in order to gain organisational insight.
- Work with organisational change through innovation initiatives.
- Enhance organisational strategy through practicing influence skills.

Included:

- All programme materials and handouts.
- Issuing of certificate on completion of programme.
- Permanent record keeping of all results and assessments.

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:
08:00-10:00	Introduction to Transformational Leadership	Organisational insight – the ability of constant awareness
10:00-10:30	<i>Convenience Break</i>	
10:30-12:30	Managing transformational initiatives	Innovation – working with organisational change
12:30-13:30	<i>Lunch</i>	
13:30-15:00	Managing organisational resistance to change	Influence – working with organisational strategy
15:00-15:15	<i>Convenience Break</i>	
15:15-16:00	Day Review	Programme Review & Evaluation




Who should attend?

-  Managers on all levels.
-  Organisational change agents.
-  HR managers & personnel.
-  Personnel and OD practitioners.
-  Any person who is interested in the art of transformational leadership.

Day 1:***Introduction to Transformational Leadership:***

-  Transformational vs. Transactional Leadership.
-  The purpose and origin of transformational leadership.
-  Charisma and idealised influence.
-  Inspirational motivation.
-  Intellectual stimulation.

Managing transformation initiatives:

-  Managing organisational direction to focus the change initiative.
-  Empowering employees and processes to accommodate the organisational change initiative.
-  Containing a new transformational state through effective policy and structure.

Managing organisational resistance to change:

- Reasons for individual and organisational resistance to change.
- Managing resistance to change.
- Conditioning employees to accept the change initiative.

Day 2:

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®.

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.

Derek Hendrikz Consulting cc:

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- 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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