



## STRATEGIC COMPLEX CHALLENGE IMPACT

This flagship programme develops the leadership capacity of senior leaders individually and as a team. It has a strong strategic focus and a pace that suits the profile of the senior leaders.

The content is science-based and customised to address the complexity within which senior leaders need to lead during times of turbulence. It is also deeply personal, as the transformational challenge of organisations is essentially considered as a leader transformation challenge.

Leaders at this level have the biggest impact on the leadership and organisational culture. They hold the key to transforming their teams, and building agile organisations.

As such, the programme challenges leaders to constantly explore the personal-organisational leadership fusion and its impact on people.

Systems thinking and learning agility as competitive differentiators of strategic leaders are central to the learning experience.

The impact across the organisation during the programme is significant and noticeable because senior leaders immediately engage and use their teams learning 'laboratories'.

The programme is quality assured by NWU Business School.

## PROGRAMME PHILOSOPHY

What differentiates leaders is not so much their philosophy of leadership, their personality, or their style of management...they understand their own 'action logic'- how they interpret their surroundings and react when power and safety get challenged

David Rooke and William R. Torbert

The world of leadership belongs to the most learning agile. Develop yourself and your key talent across these dimensions and you will activate enduring human and strategic potential.

Kevin Cashman

# Leading

Certificate issued by NWU

### DESIGNED FOR



Executives  
Senior Managers  
Senior Specialists

### PERSONAL BENEFITS



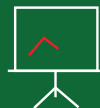
Refinement and extension of leadership competencies  
Skills to increase influence and power in organisation and externally  
Repositioning as team leader and revitalisation of own team  
Significant personal development and personal change capacity  
Development of systems thinking skill and application in strategic contexts

### ORGANISATIONAL BENEFITS



Significant impact on culture and climate  
Strengthening of leadership capacity and bench strength development  
Strategic leadership and strategic management capacity  
Integration of organisational strategy, values and competitive imperatives  
Improvement in trust as well as relationships between senior leaders  
Strengthening of senior leadership teams

### DELIVERY



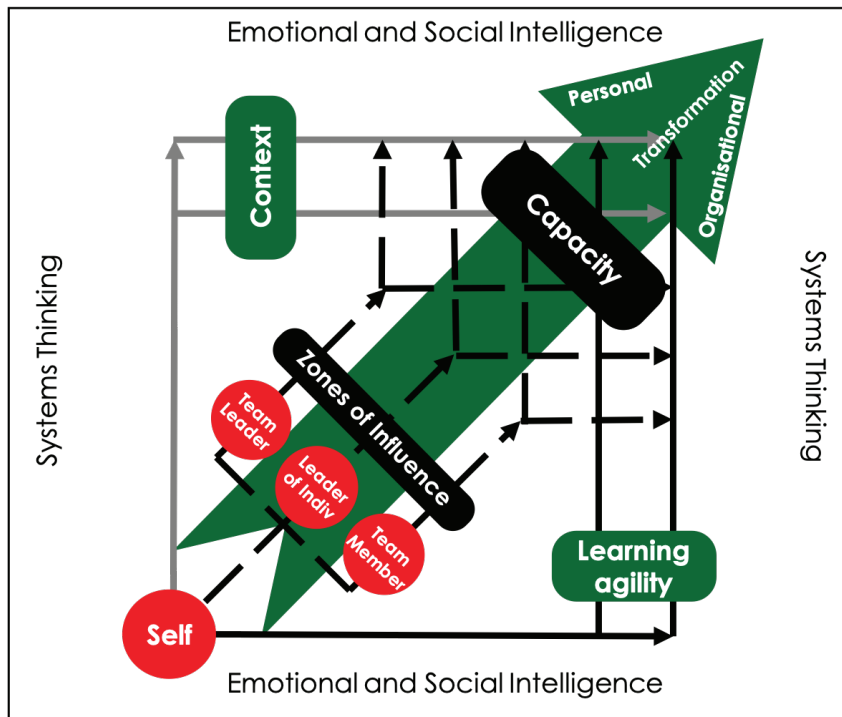
Duration: 14 days in 7 two-day sessions  
Venue: In-house at venue of client's choice  
Group size: 20 to 30 participants

### FOR SUCCESS



Completion of systems thinking project  
Portfolio of Evidence  
Attendance of at least 12 days

# Programme structure and content



**T1: Leader turbulence**

**T2: To lead with precision**

**T3: Following and followership**

**T4: Influence beyond power**

**T5: Leading diversity**

**T6: Leader-leading integration**

**T7: Leading authentically**

**T8: Communicative leadership**

**T9: People as value creators**

**T10: Developing teams**

**T11: Strategic leadership**

**T12: Change and transformational leadership**

**T13: Leading and embedding culture**

**T = Theme**

The most impactful programme on leadership I have ever attended. I have learned and grown exponentially as a person and leader. The programme has made a difference to the way I have and will lead going forward.

"This programme stimulated my thinking and has enabled me to challenge the way I do things and lead people. It has also assisted me in identifying areas where I as a leader should improve. The programme has also challenged me to improve in my strategic thinking and the way that I treat and deal with people."

"The programme is/was a life-changing experience, enabling me to start with self-improvement and improving others. Finding my purpose and understanding the building blocks thereof was a highlight. Wish I could have done this 10 years ago."



**Motshoanetsi Lefoka (Director)** on 073 634 4098,  
motshoanetsi@thinkingfusion.co.za

**Dr René Uys (Director)** on 082 888 9702,  
rene@thinkingfusion.co.za

**Harry van der Merwe (Director)** on 082 655 4027,  
harry@thinkingfusion.co.za

**Website:** [www.thinkingfusion.co.za](http://www.thinkingfusion.co.za)

