

EXECUTIVE EDUCATION

Foundational Leadership

"The most powerful leadership tool you have is your own personal example." - John Wooden

Leadership is the new currency of success. If you want to adapt your communication to inspire people and develop a culture of continuous improvement, then this workshop is for you!

Target

- Team-Leaders who are relatively new in their roles
- Leaders who want a brush up/enhance their leadership skills
- Each one must lead a team of at least 2 people.

Objectives

During the Foundational Leadership Workshop participants will:

- Learn about management and leadership and understand the different roles a leader has.
- Learn more about leading themselves and others.
- Analyse and learn how to lead others and most importantly, how to delegate.
- Learn and practice the different elements of Performance Management, including giving feedback and having difficult conversations.
- Learn how to build and develop a winning team.
- Understand that recruiting is a key task as leader; and learn how to do it properly.
- Learn about peer coaching.

Pre-and Post-Workshop Preparation

For enriching learning and exchange experience, participants will be encouraged to:

- Share individual organisational cases that they may wish to analyse and find solutions for (e.g. performance, difficult conversation, conflict).
- Draft an action-plan with a follow-up session with the facilitator (Skype, email).
- Find a peer coach to embed skills acquired through follow up ad-hoc meetings or calls.

A Leadership Style test will be conducted.

Outline

Module 1

Leadership & Management

- What does it take to lead?
- Leading myself
- Leading others
- Discover your leadership styles
- Delegation the most important leadership task

Leadership & Performance Management

- Managing performance
- Delivering performance feedback
- Difficult conversations
- Dealing with conflicts

Module II

Building your team

- Recruiting the right people and your role as a leader
- Interview technique
- Team building

Facilitator



Ms Annette Isenschmid, (MSc CCC & BA)

Ms Annette Isenschmid founded Isenschmid Consulting in 1997, a boutique Consultancy specialising in Change Management in Zürich, Switzerland. She offers different consulting services in organisational and individual change to clients from various sectors such as Banking, Government, Consumer Goods, High Tech Industries and Consulting. Ms. Isenschmid holds M.Sc. in Consulting and Coaching for Change and Business Administration. She was a jury member for the Prix Veuve Clicquot, Swiss Woman Entrepreneur of the Year (Prix 2003, 2005, 2007, 2009) and former President of Business and Professional Women in Switzerland (2002 – 2005).

Ms Isenschmid was involved in the following development programmes:

- New Cultures of Learning- University of Zurich;
- Management of the Future in Berlin, Silicon Valley, Cape Town, Kyoto and Shanghai;
- Conflict Management and Group Dynamics

Date: 12 – 14 July 2016 (3 days)

Fee: N\$8,900.00 (includes course materials, lunch and refreshment, Leadership Style assessment, ½ hour Skype coaching and certificate)

Register by: 01 July 2016

Contact Cynthia Kauami at E: ckauami@nust.na or T: +264 61 207 2242 for registration or enquiries.

Quotes from previous participants

“I personally appreciated the exposure to the different leadership styles and the competency based feedback method that determines the competency of potential employees. It was awesome!”

Cherly Ashikuni, Human Resources Manager at the Communications Regulatory Authority of Namibia (CRAN).

“I found the course very stimulating and insightful! The best part was discovering that ‘Leadership can be developed and the scientific principles behind leadership can be learnt’.”-

Tiaan Strauss, Manager: Employee Relations at Standard Bank.

“The course equipped me with skills I could immediately apply in my professional and personal life on a daily basis! I am indeed very grateful to the HP-GSB and Ms. Isenschmid as my frame of reference has expanded beyond my expectations. This course is a must to any prospective candidate as the value is immense.”- **Aysha Tjueza, Head of Sales at Nampost.**