



“
Systems and rules
are guidelines,
leadership is
lifeline.”

– Janna Cachola

Leadership development

Do the leaders in your organisation have the required skills to lead teams effectively to deliver business results?

Do you have an effective program to develop leaders and high potential employees in your organisation for taking on the next level leadership role?

Can the leaders across all levels of your organisation benefit from getting back to the basics of leading effectively?

Overview

As organisations prepare for the future of work and the onset of the fourth industrial revolution, there is an enhanced focus and lens on developing the right kind of leaders, that will lead in this era of uncertainty and turbulence. Leadership is the literal key to success for surviving in uncertain times.

Africa People Advisory Group believes in the principle of leadership creating the right culture and environment to drive performance.

77% of
organisations report
they're experiencing a
leadership gap
- Bloomleader.com

We thus offer a series of leadership programs and interventions to drive enhanced leadership functioning.

The programs cover all levels of leadership, from Supervisory through to Executive Leadership, and is built around a recognised set of fundamental leadership competencies. The leadership competencies of Planning, Leading, Organising and Controlling have stood the test of time and continues to be valuable today.

Business value gained through the solution

- Leaders with the right skills and competencies are able to deliver superior business results and inspire future success.
- Building a leadership pipeline ensures this success is repeated into the future, and thus offering the right leadership intervention at all levels of leadership drives a culture of success and achievement.

Solution features

- Our two leadership programs (Professional Management Leadership for Middle to Executive Leaders as well as our Effective Management Leadership program, for Supervisory and Junior Leaders) is built on the principles of the Allen Management system.
- Both formative and summative assessment form the base of the program.
- The programs are delivered through a 4-5 days classroom training intervention (which can be delivered on consecutive days or split up).
- Both programs require the completion of an on the job project to apply skills, supported by group coaching.
- Leaders build hand on skills in all aspect of leadership, including people, finance and other disciplines.
- Both programs are focused on a logical and interactive approach to management.
- The programs develop four leadership / management competencies, which are Planning, Leading, Organising and Controlling.

Process overview

- Leaders are nominated to attend the programs and scheduling takes place.
- Pre-reading is provided as well as an outline of the program.
- The course is delivered either in a full week (4-5 days) or in logical parts.
- All delegates are given an assignment which they will complete in groups, with an allocated Executive sponsor.
- Regular group coaching sessions are arranged to support teams.
- The larger group gather to present project findings.
- Optional:
 - Programs can be supported by and employee engagement survey and / or leadership 360-degree assessments.

The typical duration of a program is between 8-16 weeks.

Speak to a consultant:

info@africapeopleadvisory.com

Program overview

PROGRAM	DURATION AND TARGET AUDIENCE	TOPICS	OUTCOMES
Professional Management Leadership	4 Days – Middle/Snr Managers <i>*includes an on-the-job Application Exercise to consolidate</i>	<ul style="list-style-type: none"> • Understanding Management Leadership • Planning, Leading, Organising and Controlling • Managing Performance • Applying the Allen Management systems 	Applying a logical and interactive management system. Using the Allen Management system for improvement of business results
Effective Management Leadership	4 Days – Supervisors and Jnr Managers <i>*includes an on-the-job Application Exercise to consolidate</i>	<ul style="list-style-type: none"> • Understanding Management Leadership • Planning, Leading, Organising and Controlling 	Understanding a logical and interactive management system