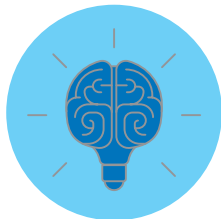




Create LEADERS ACADEMY

The Academy consists of 4 Modules



MODULE 1

Leading a Whole
Brain® Thinking
Environment®



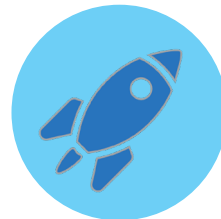
MODULE 2

Leading for Business
Performance



MODULE 3

Leading Self



MODULE 4

Leading to Accelerate
Performance

The Create Leaders Academy (CLA) is a module-based Leadership Development journey for new and existing leaders in an organisation. It is designed on the basis of adult learning principles in order to optimise the learning experience for each individual.

The blended learning journey consists of facilitator-led sessions, classroom learning, case studies, syndicate group work and relevant action projects aimed at organisational performance improvement.

There is an application period of 1-2 months between modules. Participants are expected to participate in group exercises, presentations, individual assignments and group action projects for the duration of the Academy. An event is arranged by the organisation for the syndicate groups to present their relevant action projects to Senior Leadership and receive feedback.

These action projects are based on authentic business issues, defined by leadership and are aimed at organisational performance improvement. The participants are presented with Certificates at a closing ceremony during which their commitment to their individual learning during the Academy as well as their contribution to the organisation through the implementation of their action projects is recognised.

"The Academy has fundamentally changed my life. It was one of the most impactful learning programme's I have ever experienced.

I find myself looking inwards more, reflecting on what I can do differently in situations. Our facilitators were professional, fascinating to listen to and full of energy. I didn't want it to end."

A delegate from the CLA (Branded 'The Cutting Edge')
The Foschini Group

"If you are looking to empower, engage, innovate and develop your team to be an industry leader, CreateConsulting has the strategy to ensure your success."

John Ledger, Head of hi Mobile Division, TFG

PRESENTED

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Leading a Whole Brain® Thinking Environment

In this module, participants learn about the tools, components and applications of a Thinking Environment™, the philosophy and framework that helps individuals do their best thinking and improve organisational effectiveness. The Thinking Environment™ ensures that people think for themselves with rigor, imagination and courage, everyday, in every interaction.

Participants experience a deeper understanding of self and others by receiving their HBDI® (Herrmann Brain Dominance Instrument®) profile – a worldwide standard for measuring thinking preferences and brain dominance.

The HBDI® is a tool for organisational development, leadership development, personal growth and innovation.

"The quality of all our doing depends on the quality of the thinking we do first."

Nancy Kline, Time To Think



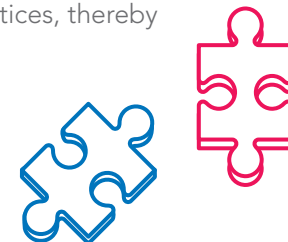
Leading for Business Performance

The leader's role in understanding the organisation's Vision and Strategy and leading it into the future, is the focus of this module. Business Heads, Executives and Leaders are invited to join participants in a strategic dialogue around the strategy, and the participants are given the opportunity to ask questions. In navigating change, participants understand how to facilitate the change process, provide support to those affected and manage their own response to change.

LEAN Thinking, a customer-centric methodology, is taught to support the improvement of any process through the elimination of waste. The LEAN philosophy is based on continuous incremental improvement and respect for people. Participants learn applications, using case studies and exercises and get to review and integrate their existing management systems and then supplement them with more effective lean methods and practices, thereby creating a sustainable lean culture.

"Don't look with your eyes. Look with your feet. Don't think with your head, think with your hands."

Taiichi Ohno, Toyota, 1912 - 1990



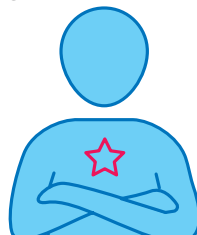
Leading Self

In this module, participants broaden their knowledge of teams and discover the tools to support themselves in navigating team conflict and understanding the Whole Brain® thinking diversity within their teams. They understand themselves better through the effective Johari Window Model, widely used for assisting individuals to develop self-awareness and improve personal development. When used by teams, it can assist with improving communication, interpersonal relationships, group dynamics and inter-group relationships.

This module also focuses on improving Whole Brain® communication and listening. Participants learn about the impact of stress on energy, productivity and their brains. It helps them 'Set up for Success' by integrating the learning journey into their final projects and presentations, with feedback from the facilitator. This creates a platform for future success and sustainability.

"Wisdom is not a product of schooling but of the lifelong attempt to acquire it."

Albert Einstein



Leading to Accelerate Performance

In this module, we consolidate the CLA learning journey to enable the participants to accelerate the implementation of their leadership learnings.

We explore generational differences and the impact of these and different leadership approaches needed. We also spend time helping the participants to increase their personal presence, impact and influencing abilities by understanding personal branding.

The journey concludes by setting the participants up for success, with practise runs and feedback for their project presentations. This module also provides participants with the skills to increase their personal presence, impact and influencing abilities by understanding personal branding.

"A mind that is stretched by a new experience, can never go back to its old dimensions."

Oliver Wendell Holmes

