

The Effectiveness Company Personal Transformational Management & Leadership Programme



“Knowledge is not achieved until shared - Anon

The Effectiveness Company’s “Personal Transformational Management & Leadership Programme” transforms South African Managers into Business Leaders through innovative techniques providing South African companies with results driven, creative, proactive and determined individuals that focus on the critical importance of adding value to their organisations.



EFFECTIVENESS COMPANY

The Challenge

The South African Government and South African businesses have identified a scarce skills shortage of talented Managers within South Africa. According to market analysis Loane Sharp, managerial skills account for nearly half of the 830,000 vacancies in Corporate South Africa. Yet many Managers remain unemployed. There is a clear mismatch between many current Managers skills, and the skills required by value creating talented Managers to shift South African organisations to sustained economic growth.

The implication for South Africa is that a sustainable high economic growth rate of 4-5% per annum is only achievable through a substantial investment in people.

The challenge is to upgrade the current unemployed Managers, and / or Managers that are currently struggling with performance levels, through a specifically designed skills training programme to enable them to qualify for these vacant skilled managerial positions or increase levels of performance for incumbent Managers.

It is critical to the future success of South African business organisations that management improve levels of performance to meet the local, national and global challenges facing South Africa today.

Typical South African Managers performance:

- Non-performance of Managers is as accepted as part of 'doing business in SA'.
- Non-performing Managers are rewarded with bonuses and annual pay rises every year.
- Corrupt Managers undermine service delivery and increase costs.
- A blame and entitlement culture exists
- Poor productivity and morale encourages people to do as little as possible, and get away with it.

The Solution

The Effectiveness Company is at the forefront of addressing this South African management skills shortage through an innovative Management Training Programme that transforms South African Managers into Business Leaders.

The Effectiveness Company's "Personal Transformational Management & Leadership Programme" is designed and developed by our partner "The Universal School of Healing and Transformation" specifically tailored to address the above performance challenges.

The life changing "Personal Transformational Management & Leadership Programme" provides the Managers with the skills, knowledge and ability to:

- Appreciate the critical importance and take responsibility as a Leader to create value for the organisation.
- Be creative, proactive and assertive and to focus on Execution
- Be dynamic, confident, determined and to add value and profit to the organisation
- Realise that the successful Leader 'serves' the organisation and the people within it.
- Believe that one's own 'behaviour' is the key to creating a climate of change to absolute focus on economic value creation within the organisation.

The Personal Transformational Management & Leadership Programme

This training programme that redefines Management Training, can be run for 6-8 weeks or it can be broken down into monthly intervals. The first week however, must be run back to back.

The programme includes, but is not limited to:

Transformation:

- Introspection: Strengths, weaknesses, review of how we are perceived, how we package ourselves and who we are
- Transpersonal Psychology

- The science of Epigenetics (how we think determines our health and our energetic field)
- Covert process
- Emotional versatility
- Stages of change
- Managing and controlling our own behaviour and how to identify when this is positive or detrimental
- Shadow process the aspects of ourselves that we deny
- How your choices affect your work and everyone around you
- Emotional intelligence
- Attention Training/Mindfulness
- S.B.N.R.R. Stop, Breathe, Notice, Reflect and Respond.
- High resolution awareness

Value Creation

- A view of all stakeholders and the value creation model.
- The company and individual value creators
- How to build value

General Skills

- Problem solving
- Presentation
- Time & conflict management
- Coaching
- Interview techniques
- Constructive feedback
- Employee development
- General People management

Practical

- Group projects
- Reflection & assessment

The Benefits

The Personal Transformational Management & Leadership Programme will immediately deliver talented Managers into South African organisations providing improved levels of managerial performance.

Mid to long term benefits will be a constant and continual stream of up-skilled Managers from the Personal Transformational Management & Leadership Programme offering. Within their future organisations, higher levels of performance and creating individual, and organisational increased value.

Key Deliverables resulting from organisations employing talented performance Managers:

- Higher employee productivity
- Lower employee turnover
- Increase in sales growth
- Higher levels of customer satisfaction
- Pool of managers for succession planning

We are improving South African business performance by transforming South African business Managers.

The management performance of each individual as aligned to the Leadership and value creation ideals within the Personal Transformational Management & Leadership Programme ensures higher levels of performance.



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