



High Impact Leadership Development Programme - **HILP**

Duration:

This programme is flexible and can be Customized to the executive team or a Group of cross-industry executives

- 6 x 2 day Modules every six weeks
Or
- A full 5-day programme followed by a 1-Day Summative Assessment & Reflection day

Start Date: TBC with the client

Cost: R 21 550.00 pp for attending 12 Days

R 8 889.00 pp attending per module

There is a 15% Group Discount for 3 or more people (Only Applies on HILP on Demand)

The Cost Includes:

- Meals
- Materials
- Assessments

To Apply

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Africa Centre for Work Based Learning is a Recognised Coach Training Institution (RCTI) and Recognised Coaching Membership Association (RCMA)



The Africa Board for Coaching,
Consulting & Coaching Psychology



Objectives of the programme

Today's volatile & dynamic environment requires a different type of leader. Many leaders KNOW a lot of things, but know very little about themselves and the people they lead, so they cannot lead effectively.

Our approach is to engage not just the mind, but the heart and being of the leader to develop a dynamic, CONNECTED leader that is agile in the face of VUCA.

Who should attend?

This programme is aimed at leaders who want to see the organization achieve double-digit performance within 18-months!

- CEO's, CFO's and other C-Suite executives
- Talent in transition – Identified stars to key leadership
- Government & NGO executives

Accreditations

The programme is accredited by the *Africa Board for Coaching, Consulting and Coaching Psychology (ABCCCP)*



Entry Requirements

- A high need to shift a paradigm and make an impact beyond the ordinary as a leader
- Somebody in a management capacity either leading intact teams or team in project
- Somebody with at least 2 years managing intact teams
- A working Knowledge in English language
- Possibly any undergraduate management or equivalent

Learning outcomes

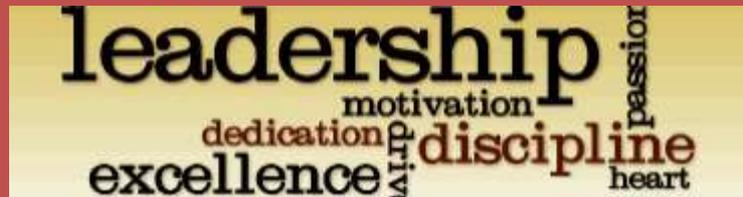
By the end of the programme, participants should, amongst other things, be able to:

- How to Lead yourself with impact
- How to influence others effectively
- How to evoke high performance outcomes
- How to manage talent and change effectively
- How to lead in a complex environment
- Etc.





Learning Structure



High Impact Leadership Development Programme

Leadership is about IMPACT! In this programme we go beyond the theory of leadership (in fact it's a small part of this programme) to working with the complex PROCESS of leadership in the here & now.

This is an experiential five module programme accompanied by critical embedding processes of coaching and supervision to enhance leadership awareness and eventually leadership impact.

Module 1	Module 2	Module 3	Module 4	Module 5
Leading Self What is leadership? Leadership & Personal Mastery Leadership & Mental Models 4- Leadership models Personal Leadership Narrative Action Learning & Personal Development Plan	Leading others Leadership Pipeline What kind of leader am I? 2 – Interpersonal Leadership Impact Situational Leadership Inventory Understanding & Influencing Teams The Johari Window Leadership Communication	Leading Performance What is Performance? Management What is Performance? Coaching Building a performance Culture Measuring Performance Leadership Communication Difficult Conversations Personal Leadership Narrative Action Learning & Personal	Leading the Organisation: A Talent Management Context Levels of work & Leadership Accountability Leading Change in Organisations	Leadership & Diversity Reflection on the week: What am I learning – Really? Projection: How is this going to be a solution to my leadership challenge? Personal Commitments

The programme is accompanied by various real metrics that when tracked will improve significantly the performance of the leader and the business, while allowing the executive the space to balance work & life in a dynamic and responsive way.

Meet your facilitators

Mongezi C. Makhalima (Programme Director) Chartered Coach (ABCCCP)



Dr. Mongezi Makhalima is an organisation development specialist, organisational learning expert & accredited master coach with over 20 years Experience in corporate and NGO's focusing on Human resources, talent management and change management. He is a Programme Director of the Postgraduate Programme in Coaching Psychology at the Pretoria Centre for Work-Based Learning and also chairman of the Africa Board for Coaching, Consulting & Coaching Psychology (ABCCCP). He is will share practices based on years of academic and practical work in coaching, teaching coaches and supervising coaching practitioners on the continent.

Dumisani Magadlela



Dr. Dumisani Magadlela is a certified coach and coach-trainer. He has been involved in coaching for many years and currently coaches in some of the leading businesses within South Africa. He has a Gestalt and Behavioural Science background. He is presently working on leading coaching interventions across different parts of the African continent. Dumisani is currently part of coach-training faculties in at least two coaching schools in South Africa, and is introducing Afro-centric coaching principles in his work. He works as an internal coach for the Development Bank of Southern Africa (DBSA) where he is assisting with the establishment of a new Coaching and Mentoring Centre.

Ronel Vermeulen - Accredited Practitioner Coach (ABCCCP)



Ronél is an experienced Executive Coach and Organisation Development Consultant with over 23 years experience in the corporate world. Ronél has focused her work in the corporate context on organisational and individual development, coaching and consulting to both executive teams and individual executives

Ronel believes in Creating Opportunity for Choice through offering Management Consulting Services, Personal Transformation Coaching and Work Creation Projects. She specialises in Strategic Conversations through the facilitation of difficult and crucial conversations, Change Management, Leadership and Culture Transformation. Ronel's purpose is to provide time, space and method for highly effective individuals and teams to explore areas of change and transformation in support of ongoing change (organisational/personal life), that would be significant for the individual/teams and the different people systems they interact, relate and connect with.

Ronél holds a Masters in Professional Coaching from the i-coach academy and Middlesex University UK, a Diploma in Higher Education (Goudstad College of Education) as well as a Certificate in Training (University of Johannesburg).

Nankhonde Kasonde- Van den Broek - Accredited Practitioner Coach (ABCCCP), ACC (ICF)



Nankhonde is an internationally recognized expert in Project Management and an Associate Certified Coach accredited by the International Coaching Federation. She is the Founder and CEO of Tuntulu, where she specializes in coaching, brokering mentorship programmes, training and consulting. She is the regional chair for South East Africa on the ABCCCP. She boasts 14 years of global experience in areas of health policy, human development and organizational development. She has extensive experience in developing and managing human development programmes with, the Global Fund to fight AIDS, TB and Malaria and the