



PORTFOLIO SNAPSHOT

All packages are customizable - many more options available upon discussion.

1. EXECUTIVE-LEVEL INTERVENTIONS

- a. Change Management
 - a. Training Interventions to support a change strategy, targeting the Executive Sponsor, the Change Team and the Employees, further enabling the desired change
- b. Strategic Thinking and Development Process for Business Issues
 - a. Specific Business Issues
 - i. Corporate People Frameworks
 - ii. Corporate Business Planning
 - b. Strategic Planning
 - i. Strategic Directions
 - ii. Strategy Map / Strategic Objectives
 - iii. Scorecard of Initiatives, Measures and Targets
- c. Team Events; may be based around a psychometric tool team initiative
- d. Start Up Thinking - Vision, Values and Mission in imagery

2. YEAR-LONG LEADERSHIP DEVELOPMENT INITIATIVES

Typically a mix of:

- Knowledge Component
- Assessment as per priorities of organization
 - o ECR (Emotional Capital Report) [Roche Martin](#)
 - o DISC (Behavioural Profiling)
 - o LPI (Leadership Practices Inventory) [Kouzes and Posner](#)
- Executive Level Coaching
- Board Presentations for a successful business intervention

3. CHANGE MANAGEMENT PROGRAMS

To support corporate-wide Change Management Initiatives for all levels of the organization.

- Sales environments
- Team Building

6. SUPERVISORY PACKAGED PROGRAMMES and FRAMEWORKS

Flavoured with traditional or contemporary components, and peppered with many delivery options, some modules may include:

- Introduction and overview
- Effective Communication Skills
- Creating a Motivational Environment
- Delegation by Degree
- Ambassadorship
- Development Dialogues
- Effective Interviewing, Recruitment and Selection
- Building an Effective On-boarding and Orientation Process
- Effective Teams
- Leading Change
- Building a Learning Organization

Available **only** for organizations with matured learning pathways, strong organizational culture and organizational competencies / frameworks.

7. ON-JOB SKILLS TRAINER PROGRAMMES

Customized to the needs of your organization's training mechanism, to ensure facilitators will support and strengthen accordingly.

8. eLEARNING

Skills-based, SCORM-compliant 'Technology Learning Packages' based on Tell-Show-Have a Go methodology

Facilitation of 'social constructivist' corporate learning communities

9. ADDITIONAL

- Design and Develop a People Culture
- (Referral to) Global English (the leading and most evolved way for corporate-wide English Language and Business Communication Skills)
- Executive and Leadership Coaching Services

- o Conflict Resolution
 - o Toxic Communication
 - o Diversity Issues
- Corporate Culture and People Plans
- DISC Behavioural Profiling
- Leading the Corporate Future (designed for *evolved* leaders with people and organizations 'ahead of the game', creating the change the corporate world requires - refer 'embers of the world')