

TRANSFORMATIONAL LEADERSHIP COURSE

Who Should Attend – Directors/Heads of Department/Division and Managerial staff.

Learning Objectives – Upon completion of the course, participants will be able to –

- Know the leadership skills required in transforming an organisation
- Take through a journey of self-discovery on these and other leadership questions
- What is the purpose of leadership? Why do you want to be a leader? Why do you want to transform an organisation?
- Central to the lecture will be the lecturer's 9 years' of experience transforming the prisons service from an organisation with a custodial mind-set to one that embraces rehabilitation of prisoners. How did the former Director of Prisons motivate his staff and the public buying-in to the idea of second chances?
- The lecturer will draw on his 35 years' experience of public service and 4 years helping a private sector company to present his transformational leadership model of MV SUBLIME
- The book "The Making Of Captains Of Lives" on transformational leadership by the lecturer is available in major book shops

Course Outline

- Establishing the base line
 - - The attitude and motivation of leaders in the organisation
- Establishing a common understanding of leadership
 - - Supervisor, manager, leader, what's the difference
- The leadership model
 - - What qualities a person must have to be a leader
- The qualities of a transformational leader
 - - Leadership moments
- The change process
 - - Establishing the need for transformation
 - - Understanding the process of change
- Initiating change
 - - Understanding current reality
 - - Organising the team leading the change
 - - Generative conversation
 - - mission and vision

- - visioning tools
- Strategy to vision
- - The process
- - Anchor projects
- The visioning exercise (Putting the learning into practice)
- - What future do you want to create for the organisation?
- - What must you do to get there?
- Executing Change
- - How do you control the change process?
- - How do you know when you get there?
- - Overcoming resistance
- - What lies beyond?
- Pushing home the advantage
- - Balanced Scorecard
- - The need for branding
- Wrap up
- - Do you really want to change?
- - Registering the learning

Courses/Workshops/Speaking Engagements

The learning objectives and course outline of other courses/workshops/speaking engagements, etc. are available upon request.