

Strategy & High Impact Leadership

Strategic Approaches for The Leader of Tomorrow




www.peganix.com

3rd, 4th & 5th MAY 2022

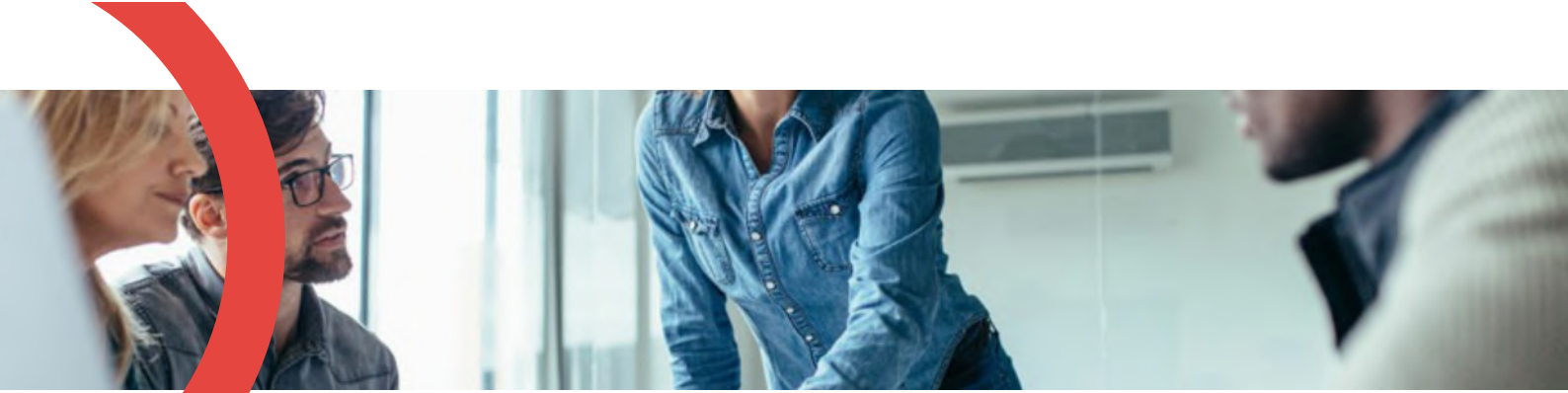
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Introduction

In a shrinking world, all organizations and their managers are constantly being buffeted by unexpected twists and turns that call on them to react quickly, effectively and strategically. This Peganix Management & Leadership training seminar on The Strategy and High Impact Leadership workshop will provide participants with the confidence, competence and tools to face and be proactive in making the changes necessary to add value to all stakeholders. It will expose you to tried and trusted state-of-the-art strategies to meet the rising expectations of external stakeholders and the new generation of employees.

This Peganix training seminar explores the principles of strategic leadership ability to help you develop an approach at all levels of your organisation to build a new culture that embraces challenges and change.

This Peganix Management & Leadership training seminar on The Strategy and High Impact Leadership workshop will also focus on the critical roles of team leader and middle manager in harnessing their team's potential, and introduces and practices techniques for moving the organisation and the teams from average to excellence.

Course highlight:

- Your personal capacity for strategic leadership
- Exercising leadership more effectively for high-impact interventions
- Developing and motivating your team for peak performance
- Using strategic thinking to deal with resistance to leadership and change
- Getting ahead of the curve – being courageous and more proactive
- Creating an agile work environment
- Learning how to apply the best practices from some of the world's most admired organizations
- Leveraging the talent of the Millennial generation
- Challenging assumptions
- Using measurement to build accountability for continuous improvement

What you will learn to:

- Apply better approaches to leadership and strategic management
- Develop resilience and adaptability in responding to change and uncertainty
- Recognise and respond more effectively to your leadership opportunities and challenges
- Understand and apply leadership practices from some of the world's most admired organizations
- Transform your organisation to embrace opportunities and challenges
- Develop your team to deliver value-added continuous improvement

Training Methodology

This Peganix Management & Leadership training seminar on The Strategy and High Impact Leadership Programme style sessions will provide participative and engaging experience of a range of proven leadership and strategy models, methods and tools. High impact group work, exercises, situational simulations, individual feedback and case studies supported by both facilitators' international experience with world class organizations. There will be opportunities to apply the learning to the participant's own circumstances.

This Peganix training seminar introduces a strategic management system - a complete framework to help you lead the strategy for your organisation. You also create your own personal action plan to help develop teams so the learning can be extended and shared beyond the seminar.



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Organisational Impact

You will develop new approaches to leadership and strategic management to help build a more effective and successful organisation by:

- Developing a greater capability for leadership
- Contributing to the achievement of breakthrough organisational performance
- Developing the ability of managers to make good judgment quickly
- Increasing enthusiasm to tackle challenges
- Measuring outcomes to ensure accountability and improve employee performance
- Increase collaborative problem solving and innovation
- Creating a values-based environment that rewards accountability and respect

Personal Impact

You will develop a new appreciation of your capacity for leadership through:

- Leading more effectively and resiliently
- Guiding your team to a desired future
- Understanding the strategic impact of your current role
- Contributing to stakeholder benefits in meaningful and measurable ways
- Applying practical, proven tools and techniques to real-world situations
- Redesign your team structure to drive increased value

Who Should Attend?

This Peganix Management & Leadership training seminar on The Strategy and High Impact Leadership workshop will benefit manager's thirst for a new ways to tackle traditional organizational ills. It will provide them with the confidence and competence to act boldly in environments that are stuck in the past. It is suitable to a wide range of experienced professionals and will be of particular benefit to:

- General Managers and Heads of Department
- Project, programme, or portfolio, managers who need a more strategic view
- Front-line managers under pressure to do more with less
- Senior managers charged with transforming their department or division
- Human resource professionals who need to be up to date on good leadership practice



WORKSHOP TIMETABLE

08:00 – 08:30 - **Registration**
08:30 - **Event Starts**
10:00 – 10:15 - **Tea/Refreshment break**
13:00 – 14:00 - **Lunch Break**
15:00 – 15:15 - **Tea/refreshment break**
16:00 - **Day End**

In - House

Tailored training for your team who require training on the same topic. Peganix can tailor training courses to meet your exact needs and budget.

Contact Us:
info@peganix.co.za



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Course Outline

DAY 1

The Current Context of Leadership

- Definitions of Leadership
- Double Loop Learning
- Rational and Non-rational Approaches
- Leadership of Groups and Organisations
- Transformational Change

Alignment: Linking Strategy to Operations

- Overview of a Strategic Management System
- Measuring Results
- Foundations for Success: Strategic Leadership
- Business Process Management Concepts
- Describing and Realizing improvements using Process Models

Analysing and Solving Complex Problems

- The Difference between Simple and Complex Problems
- Understanding Complexity
- Solving Complex Problems with Systems Thinking
- Creative Thinking Techniques
- Analysing, Preparing and Winning Arguments

Planning for Success

- The Difference between Good Strategy and Bad Strategy
- Making a Business Case
- Group Decision Making and Change
- Evidence-based Management – what really works?
- Case Study Briefing

DAY 2

Overcoming Execution Problems – Useful Tools and Techniques

- Managing Human Factors in Business Performance
- Test your Leadership – practical case study
- Overcoming Bias and Understanding Psychology to Get Results
- Individual Plans and Presentations
- Commitment to Action

Leaders of the Future

- Not all Managers are Leaders
- The Purpose of Leadership
- A New View of Leadership: The Role of Coach and Mentor
- Leadership Styles: The Importance of Context
- The Impact of Leadership on Performance
- Essential Ingredients of a High-performance Organization

Hiring, On-boarding and Training Future Leaders

- Attracting The Best Talent: Benchmark Practices
- Understanding Future New-hires: Welcome to The Age of Millennials
- Creating a Values-based rather than a Policies-based Environment
- New Approaches to On-boarding
- The Biochemical Basis of Productive Employees
- Designing and Benefiting from an Engaged Workforce
- Finding and Hiring The Best Talent
- Spotting and Avoiding the Narcissist

Day 3

Leveraging Talent

- Developing Trust: The Foundation of Engaging Employees in Setting Direction
- Filling Employee's Psychological Bucket
- Driving Improved Performance by Applying The Pygmalion Principal
- Improved Performance Management Practices
- Boosting Performance through Raised Expectations
- Coaching and Mentoring that Boosts Confidence, Relationships and Performance
- Conducting Robust Discussions that Uncover The Root Cause and Solutions of Vexing Issues

Powering Your Team to High Performance

- New Approaches to Teamwork
- Elements of Effective Teams
- Decision-Making: Choosing the Best Strategy to Suit Your Circumstances
- Achieving Alignment with The Corporate Vision and Mission
- Changing Your Measurement System to Build Commitment and Enthusiasm
- Identifying a “balanced” Set of Key Performance Indicators
- Recognition and Rewards

Leading the Charge!

- Becoming an Agent of Change
- Alternative Strategies to Deal with Conflict
- Choosing The Best Approach for Your Situation
- Building A Model for Influencing Change: Lessons from The Eagle
- Understanding and Leveraging Your Power Base
- The Power of Humility
- Getting into The Head and Heart of those who are Intransigent
- Producing Win-Win Outcomes

Strategy and High Impact Leadership

3rd, 4th & 5th MAY 2022 | Johannesburg, South Africa

Registration Form:

Register or Enquire

Contact Sean via:

- 1 Tel : (+27) 11 041 0181 | +2768 053 6221 (What's App)
- 2 Email : registration@peganix.com
- 3 Web : www.peganix.com



Please register the following delegate(s) for the event

- I would like to claim my group discount
 I would like to use my credit.
 We would like this as an In-House - Dates: _____

Number of staff your company/organisation is delegating to the event?

Approving Manager	First Name :	Surname :
Job Title & Department :	Email :	Direct Tel :
Fax :	Country:	Postal Address:
Billing Information / Account Manager	First Name :	Surname :
Full Company Name :	Nature of Business :	
Address :		

Delegate Attendance information:

Note: Please provide information as you wish it to appear on your name badge and on the official participant database.

Title	Delegate Name & Surname	Position	Email Address

Important Notes

1. Corporate or independent registrations will be accepted.
2. Fees – Each fee is inclusive of course manual/documentation, morning tea/coffee & snacks, Lunch and refreshments served during the entire event.
3. **Group Discount:** Groups of 5 or more from the same company (booking at the same time and of the same billing source) can enjoy a **10% off the total delegate fees** or have the **6th delegate come for free**.
4. **Super Early Bird & Early Bird Promotion:** Early Bird Fees will only be valid if payment is received by stipulated date, after which Regular Fee will apply.
5. **Full payment is mandatory upon registration for admission to the event.**
6. The organizer reserves the right to make any amendments that it deems to be in the interests of the event without any notice.

TERMS & CONDITIONS

By signing and returning the registration form, the authorising signatory on behalf of the stated company is subject to the following Terms & Conditions:

- Transfers;** Transfer requests must be made in writing 7 days before the start of the event
- Please note that speakers and topics were confirmed at the time of publishing, however, circumstances beyond the control of the organizers may necessitate substitutions, alterations or cancellations of the speakers and/or topics.
 - As such, Peganix. Reserves the right to alter the advertised speakers and/or topics if necessary. Any substitutions or alterations will be updated on our web site as soon as possible

Workshop Venue & Hotel Reservation; Hotel room reservation and hotel billing are to be made by delegates directly with the Hotel. Hotel reservation and travel arrangements are the responsibility of the registrant.

Cancellations and Substitutions - In-person Seminars

Written cancellations through fax or email (from the person who has registered for this conference) received at least 10 calendar days prior to the start date of the event will receive a refund — less a \$300/R4000 administration fee. No cancellations will be accepted — nor refunds issued — within 10 calendar days from the start date of the event. On request by email or fax (before the seminar) a credit for the amount paid minus administration fees (\$300/R4000) will be transferred to any future Peganix event and a credit note will be issued. Substitutions may be made at any time. No-shows will be charged the full amount. We discourage onsite registrations, however if you wish to register onsite payment to happen through credit card immediately or check to be submitted onsite. Conference material will be given on the spot if it is available after distributing to other attendees. In case it is not available we will send the material after the conference is over. In the event Peganix cancels the seminar, Peganix is not responsible for any airfare, hotel, other costs or losses incurred by registrants. Some topics and speakers may be subject to change without notice.

Cancellations and Substitutions - Virtual Seminars & Webinars

Written cancellations through fax or email (from the person who has registered for the training) received at least 10 calendar days prior to the start date of the event will receive a refund — less a 30% administration fee. No cancellations will be accepted — nor refunds issued — within 10 calendar days from the start date of the event. On request by email or fax (before the training) a credit for the amount paid minus administration fees (30%) will be transferred to any future Peganix event and a credit note will be issued. Substitutions may be made at any time. No-shows will be charged the full amount. Some topics and speakers may be subject to change without notice.

Full Name:	Job Title:
Signature:	Date:

Course Fees in Rands

ZAR 3 999.00*

Exclusive Vat | Per Delegate

3 DAYS | VIRTUAL

Course Fees in Rands

ZAR 7 999.00*

Exclusive Vat | Per Delegate

3 DAYS | IN-PERSON

CERTIFICATION

Successful participants will receive Peganix' Certificate of Completion

Payment Policy

Payment - In order to secure your registration, payment is due in full upon receipt of invoice.

Confirmation - Your registration will not be confirmed until such time as payment is received and may be subject to cancellation.

Right of Admission - Peganix reserves the right to refuse admission to the training course where evidence of full payment cannot be shown.

In-House - 50% or full payment is to be made to Peganix before running an In-house Training

Payment Methods

Online Gateway Payment Electronic Transfer Direct Deposit Cash

Banking Details (South Africa)

Bank:	First National Bank
Account name:	Peganix (Pty) Ltd
Account no.:	62453975701
Branch code:	250 655
Swift code:	FIRNZAJJ
Reference:	Insert your ref number on the deposit slip please