

Programme continues.....

10.30 – 10.50	Break
10.50 – 13.00	<ul style="list-style-type: none"> Applying the Dilts Logical levels of personal change and identifying limiting beliefs that derail development (activity and debrief) Value clarification
13.00 – 14.00	Lunch
14.00 -15.00	<ul style="list-style-type: none"> The Business case for Emotional Intelligence - Ms. Sharon Shakung Develop a business case for EQ in the scope of your role Understand the dimensions of EQ and the behavioural competencies for each. Link to personal and leadership development for Resonant leadership Interpersonal relations and conflict management Professionalism
15.00 - 15.20	Break
15.20 – 17.30	<ul style="list-style-type: none"> Managing effective personal change - Ms. Sharon Shakung Locus of control and identifying where you are on the continuum Change levers (purpose, identity and mastery) Change catalyst for self and others
Day 3	
08.30 -10.30	Resilience strategies and the application both personally and in the workplace - Ms. Sharon Shakung
10.30 – 10.50	Break
10.50 – 13.00	Case Study and closure
13.00 – 14.30	Lunch



The SADC DFRC is accredited by the Botswana Qualification Authority as a training provider



The SADC-DFRC is a Subsidiary institution of SADC

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Capacity Building Review and Emotional Intelligence



16th - 18th November 2016

Holiday Inn Hotel, Johannesburg International Airport
Johannesburg, **SOUTH AFRICA**

Capacity Building Review

The aim of the workshop is to provide an opportunity for the SADC Development Finance Institutions to examine the progress in Capacity Building in SADC DFI Network and the SADC region, and to develop a roadmap to enhance provision of high quality, relevant and cost effective capacity building interventions, and to enhance cooperation amongst the DFIs in this respect.

The workshop will report on the achievements in capacity building over the previous year, update the current training needs assessment, review the status of secondments and prioritise future training and development interventions.

Emotional Intelligence

“How we lead and behave is not just something we do. It comes from somewhere inside us and refers to our being in action. Leadership is authentic self-expression that creates value. Anyone who is authentically self-expressing and adding value in an organisation is leading.” Kevin Cashman from Leading from the Inside Out.

This programme aims to engage in meaningful conversations so that participants will be able to:

- Define & understand the concepts & principles of Personal Mastery;
- Gain deeper insights into how to impact others around you and how to influence

a community of people towards collaboration and mutual understanding to achieve personal and business goals and objectives through Authentic Leadership;

- Explore the dimensions of Leading from Inside Out (Cashman);
- Define & understand Emotional Intelligence in relation to one’s own development journey for self and as a leader;
- Link Personal Mastery to Leadership competencies;
- Manage effective personal change – change levers;
- Develop resilience strategies for application in the workplace and personally.

Facilitator

Ms. Sharon Shakung has over 20 years’ experience in Human Resource Development and Organisational Development. She is a management consultant, facilitator, trainer, speaker in people management and leadership (Human Capital / HR Management), organisational development, and personal development. Her primary areas of focus are transformation and change management, organisational values and culture, strategic human resource management, management and leadership development, diversity and inclusion as well as performance management.

Programme

DAY 1: Capacity Building Review	
08.30 -10.30	Inaugural Session <ul style="list-style-type: none"> • Registration • Welcome Remarks - Mr. Stuart Kufeni • Report of last Capacity Building Meeting • Matters Arising from Capacity Building Meeting • Reports on Capacity Building Activities, 2015/2016
10.30– 10.50	Break
10.50– 13.00	Trends in Business and Human Resource – Global Case Partners <ul style="list-style-type: none"> • Video • Panel
13.00– 14.00	Lunch
14.00 -15.00	<ul style="list-style-type: none"> • Environmental context • Reflection on pre-reading • Human Capital Trends • Spotlight on Learning and Development • A reflection on Strategy • Capabilities of the future • Survey results discussion • Business Case for change discussion • Next steps and closing comments
15.00- 15.20	Break
15.20– 17.30	<ul style="list-style-type: none"> • Group discussion on programmes • Way forward for 2016/17 programmes
Day 2: Emotional Intelligence	
08.30 -10.30	Personal Mastery and Personal Effectiveness in relation to one’s own development journey – Ms. Sharon Shakung <ul style="list-style-type: none"> • Definitions of Personal Mastery • Present state to Desired State Model and exploring how to sustain and generate creative tension as a lifelong learning tool