

## PROGRAMME

### Day 1

09.00 – 10.00	<ul style="list-style-type: none"> <li>Welcome to the session</li> <li>High level learning objectives</li> <li>Road map for the session – What we will cover in this session.</li> </ul>
10.00 – 10.20	Refreshment and Networking Break
10.20 – 13.00	Facilitator discusses the various best practice conventional leadership theories. The high level research shortcomings are also discussed Leadership Journey Exercise – participants plot their styles and reflect Participants complete the Multiple Intelligence Assessment and discuss The six intelligences
13.00 – 14.00	Lunch
14.00 – 15.00	Personal Brands Strengths and Weaknesses
15.00 – 15.20	Refreshment and Networking Break
15.20 - 17.00	Whole Being leadership continued

### Day 2

09h00 – 1030	Welcome and Debrief Leading Others – case studies Experiential Activity
10,30 – 1050	Refreshment and Networking Break
1050 - 1300	Influence Tactics Plot tactics most used Group Activity
13.00 – 14.00	Lunch
14.00– 15.00	Conflict Resolution Activity
15.00 – 15.20	Refreshment and Networking Break
15.20 – 17.00	Leading Others continued

### Day 3

09h00– 1000	Welcome and debrief
10.00 – 1100	Active Listening
11,00 – 11.20	Refreshment and Networking Break
11.20 – 13.00	Communication Styles – Difficult conversations
13.00 – 14.00	Lunch
14.00 – 15.00	Difficult conversations continued
15.00 – 15.20	Refreshment and Networking Break
15.20 – 16.00	Gravitas • Closing



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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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## LEADERSHIP AND MANAGEMENT DEVELOPMENT PROGRAMME



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23<sup>rd</sup> - 25<sup>th</sup> November 2016

Masa Square hotel

Gaborone **BOTSWANA**

## PURPOSE

To offer a customised solution for leaders to continue to evolve and adapt in order to meet the challenges they face every day.

## OBJECTIVES

- ◆ Participants gain an understanding and appreciation of all the human dimensions at their disposal to lead with authenticity from the inside-out.
- ◆ Participants have the necessary capacity to stay focused on what matters to sustain high performance in the face of increasing demands and changing landscapes.
- ◆ Participants will learn and practice using 3 key coaching skills along with 7 constructive responses to conflict. When combined these skills:
  - ◆ Leverage the power of difference
  - ◆ Reduce harmful effects of conflict
  - ◆ Create/enhance sustainable

## LEARNING OUTCOMES

By the end of the training, participants of the training are expected to be more effective in:

1. Whole Being Leadership which encompasses the following:
  - ◆ Leading from within (Personal Brand, etc)
  - ◆ Personality / Intelligence style
  - ◆ Sense of meaning and purpose
  - ◆ Communication (how to communicate in ways that motivate)
2. Leading Others comprising the following:
  - ◆ Influence Tactics
  - ◆ Conflict management styles
  - ◆ Manage individual and team performance
  - ◆ Ability to delegate
  - ◆ Appreciating Diversity
3. Difficult Conversations
  - ◆ Active Listening
  - ◆ Problem Solving techniques
  - ◆ Gravitas

## METHODOLOGY

- Experiential exercises
- Case Studies
- Sharing of Best Practices in terms of Leadership
- Video activity

## FACILITATOR

**Dr. Sherry Wessels** has consulted to major organisations on People Development and Strategy with 25 years experience within this field. Facilitated Diversity and Leadership interventions to Senior Executives across the globe. Worked with all levels within hospitality, mining, manufacturing, banking, and other industries.

She has Doctorate and Masters (Oxford University) – Clinical Psychologist, MBA (Harvard University) and Certified Meta-Coach