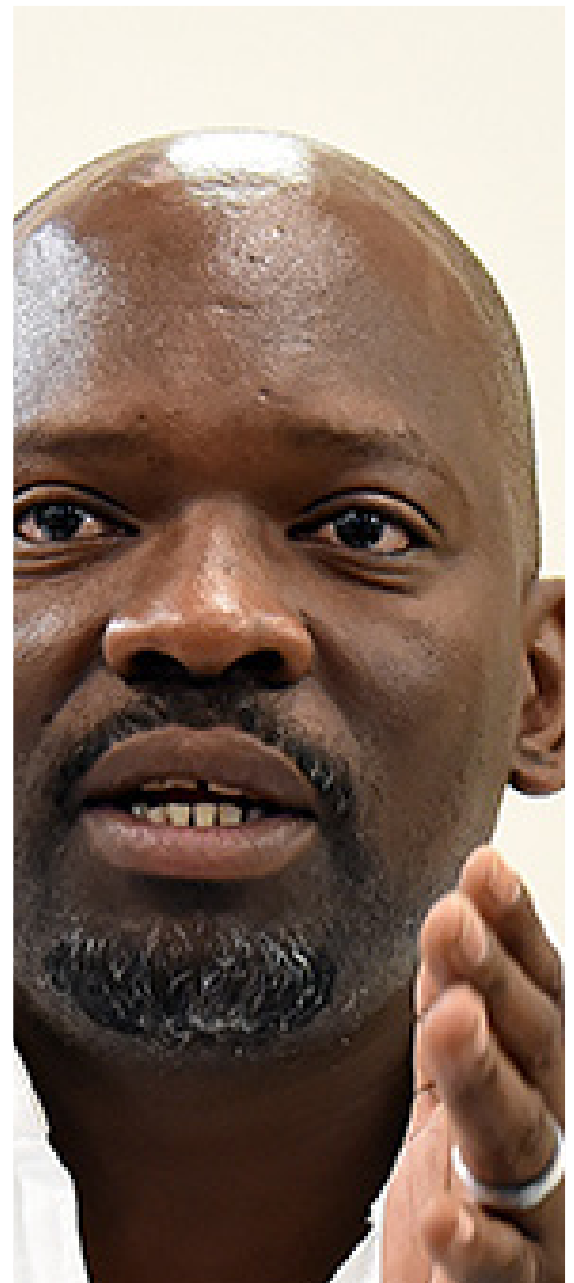




Managing for Results

For a powerful and personal transition
from individual contributor to a manager
of others.



**9 - 11 July
& 23 August 2019**

THIS PROGRAMME CAN ALSO BE DELIVERED
IN-HOUSE FOR YOUR ORGANISATION ON YOUR
PREFERRED DATES, AT YOUR PREMISES OR OURS.

**Gordon Institute
of Business Science**
University of Pretoria

The three-day intervention is designed to equip individuals with the awareness and knowledge needed to transition from managing self to managing others.

The programme will further develop the skills required to execute the responsibilities of a first line management position in a complex and unpredictable business environment. Using the construct of head, heart and hands, this programme will provide you with a holistic framework to explore what it takes to be successful. A core component of the experience is a facilitated group coaching process which is driven by a 360 degree feedback mechanism.

Course info

FACULTY > Monique Stock has a BA degree from the University of Cape Town. She has over 30 years' experience in the design and facilitation of learning and change interventions across industries and sectors.

Lanier John Covington has a BGS Degree from the University of Michigan. He is a business consultant, facilitator, trainer and 'success coach' with over 20 years of management development experience.

Jayashree Naidoo is a specialist in the field of personal and organisational change and graduated from the University of Natal with a degree in higher education (HDE).

FEE > R 19 200 (includes tuition, instruction material, lunches and refreshments and is VAT exempt).

DURATION > 3.5 days

DATES > 9 – 11 July & 23 August 2019

Who should attend?

New managers and managers who have already transitioned into their first full management position but have not received any formal training to prepare them for this role.

Key focus areas:

Head: Passion for process:

- > Understand the strategic context in which your organisation operates;
- > Strengthen your ability to understand and execute strategy; and

- > Make effective decisions and solve complex problems.

Heart: Passion for people:

- > Develop emotional astuteness;
- > Explore your emotional and workplace resilience;
- > Understand the role of your personal values; and

- > Explore the role of your leadership style.

Hands: Passion for performance:

- > Experiment with how to improve processes and ignite outstanding team performance; and
- > Explore team development and the critical success factors of high performing teams.

How you will benefit:

At the end of the programme, you will be able to:

- > Explore expectations of the first line manager's role;
- > Deepen self awareness through the integration of feedback;
- > Identify strengths and areas of development;
- > Craft a personal development plan to leverage strengths and address areas of development;
- > Create a personalised toolkit from best and common practice;
- > Explore tools, tips and techniques within the frame work of head, heart and hands;
- > Gain insights from the experiences of other learners; and
- > Enhance your professional network.

Theoretical framework underpinning the programme:

Moving first line managers

FROM	TO
Getting results through own personal effort.	Getting results through others.
Self- management.	Team management.
Developing technical skills.	Building expertise in others and developing own managerial competence.
A mindset of " How can I make a bigger contribution?"	A mindset of " How can I motivate my team"
Valuing company and professional standards.	Valuing and respecting individual team members and diversity.
Planning for personal success.	Planning for self and team success.
Effective member.	Building an effective team as it's leader.

Adapted from Drotter's Leadership Pipeline

For enquiries call **+27 (0)11 771 4159** or email **khoadim@gibs.co.za**



This programme can also be offered in-house for your organisation. Enquire about our Study & Stay packages at our on-site Illovo Hotel.

