

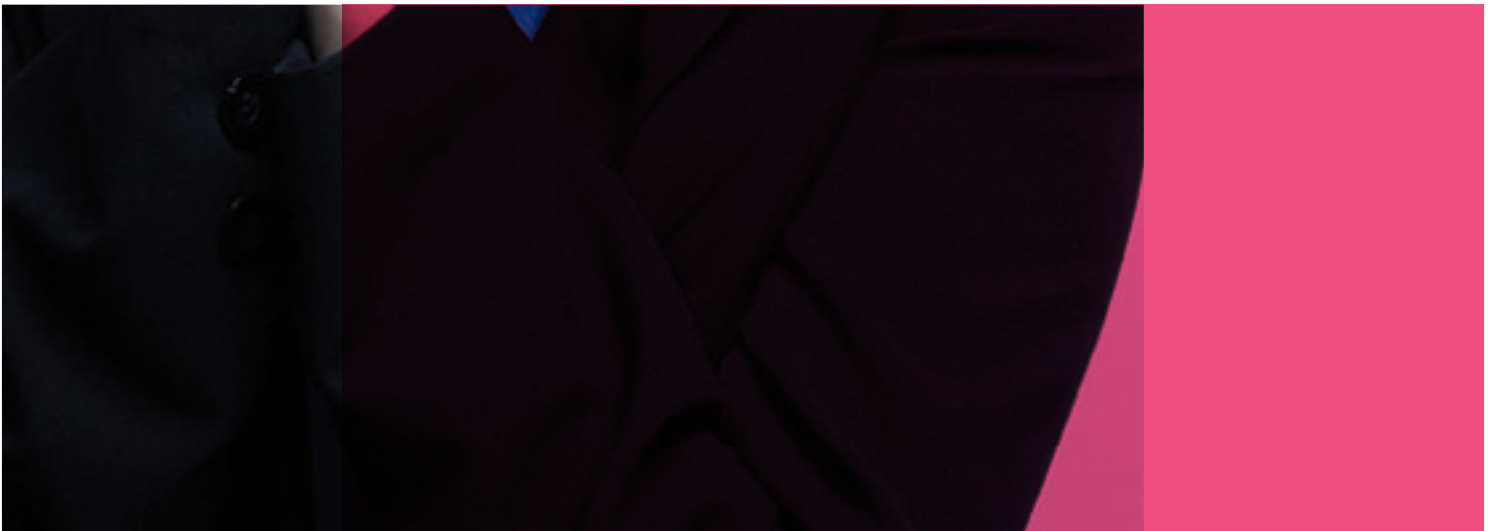


EXECUTIVE EDUCATION>PERSONAL AND APPLIED LEARNING



# Personal and Applied Learning

Coaching, facilitation and mentoring  
to maximise the potential of  
human capital.



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

GIBS Personal and Applied Learning (PAL) department engages best practice in the design and application of learning processes, delivered by world-class experts in the field of coaching, facilitation, action learning projects, integration and personal assessments.

PAL offerings include **coaching@gibs**, **facilitation@gibs** and **mentoring**, to personalise leadership development and optimise learning

in a rapidly evolving and complex business environment for sustainable results.

PAL has over 100 faculty members, 36 of whom are Professional Associates - PAL's partners in leading learning advisory; offering personalised learning experiences and establishing best practice methodologies through thought leadership and research.

## PAL Offering at a Glance

Insight and intelligence to drive professional growth and organisational profitability through:

### > Learning Advisory

GIBS offers consulting services on anything associated with learning in an organisation: from coaching governance policies, to embedding learning both during and post programme completion.

### > Standalone Coaching

For individuals and organisational teams that require a customised approach to uncovering opportunities and generating solutions. Coaching is proven to leverage leadership capability and optimise performance in alignment with an organisation's talent practices.

### > Twenty-Plus

Customised packages that support the effective transfer of learning through a combination of learning advisory, coaching circles; and individual, triad or group coaching.

### > Action Learning

Action learning is the practical application of learning – usually undertaken in groups – to achieve a favourable outcome on an identified business challenge. An expert coach will guide problem solving reflections and the identification and application of solutions that align to the strategic intent of an organisation.

### > Integration

Integration is connecting the various skill-sets of an individual to bring a variety of concepts into a single system. This learning encourages accurate skills transfer by a client to their wider team. Effectively realising a more streamlined, united and efficient way to achieve business objectives.

### > Facilitation

Facilitation is one of the key processes within business and leadership development in driving impressive, generative and sustainable results by harvesting and activating the wisdom, skills and energy of individuals and teams.

## Open Programmes

These programmes can also be customised and/or run in-house.

### Professional Business Coaching Programme

Build understanding and capability in professional ICF (International Coaching Federation) core competencies.

Who should attend?

- > Managers and leaders seeking to add to their skill set.
- > HR and learning and development professionals.
- > Coaches seeking to enhance their skill-set and receive their ICF ACC credential.

[www.gibs.co.za/pbcp](http://www.gibs.co.za/pbcp)

### Advanced Professional Business Coaching Programme

Deep dive into theoretical and practical coaching competency. This programme has a dual accreditation of ICF (ACC) and IMCSA. HPCSA accredited for 74 General CEUs (Level 1).

Who should attend?

- > Experienced coaches who have completed the GIBS Professional Business Coaching Programme, an ICF-approved ACSTH programme.
- > Qualified PCC coaches.
- > ACC credentialed coaches.
- > Industrial and educational psychologists.

[www.gibs.co.za/advanced-coaching](http://www.gibs.co.za/advanced-coaching)

### Management Coaching for Exceptional Performance

Build your coaching competency as a manager to enable and develop your teams.

Who should attend?

- > HR, learning and talent practitioners; middle to senior line managers; organisational leaders; internal coaches and managers of internal and external coaching programmes.

[www.gibs.co.za/mcep01](http://www.gibs.co.za/mcep01)

### Leader as Mentor

This programme shifts the concept of mentoring as a traditional teaching relationship to one in which a learning partnership is created between the mentor and mentee.

Who should attend?

- > HR and OD practitioners who are interested in building effective mentoring programmes in their organisation.
- > Anyone interested in building a learning function or an effective mentoring programme in an organisation.
- > Professionals wishing to tap into the full potential of organisational talent.
- > Leaders who wish to effectively mentor their teams.

[www.gibs.co.za/mentoring2018](http://www.gibs.co.za/mentoring2018)

### Facilitation for High Performing Teams

This programme is aimed at professionals who want to increase their facilitative repertoire, as well as managers and leaders who guide teams in their ways of working.

Who should attend?

- > Managers and leaders who have multiple teams to support.
- > Consultants, small business owners and team leaders.
- > Internal HR/L&D/change practitioners.
- > Managers of task forces, boards and committees, temporary work groups and project teams.
- > Professional facilitators (including trainers and speakers).

[www.gibs.co.za/facilitation](http://www.gibs.co.za/facilitation)

For enquiries call **+27 (0)11 771 4215** or email [coaching@gibs.co.za](mailto:coaching@gibs.co.za)

