

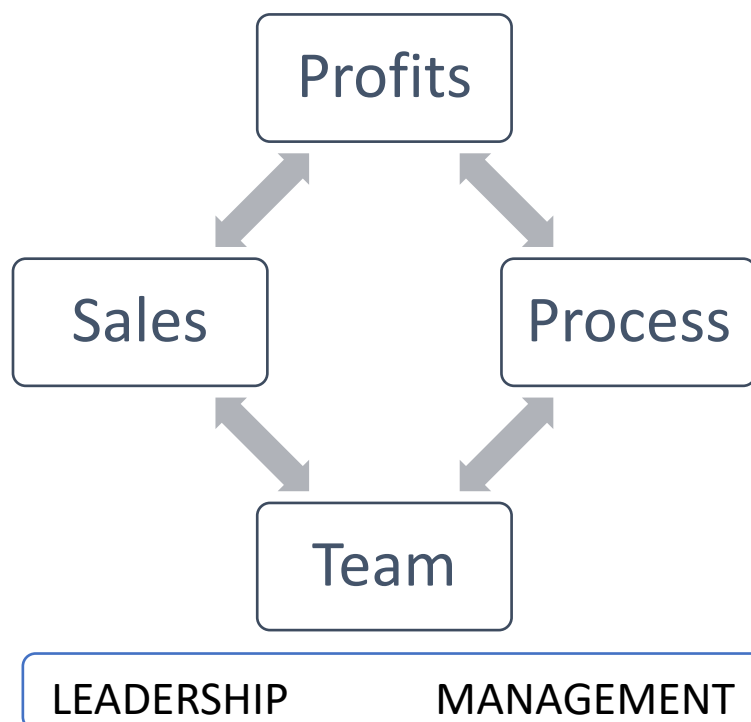


Leadership Mastery 4 Managers

Most of our Managers have progressed to the esteemed title through internal promotion, which is a great way of giving recognition! In most cases the newly appointed Manager was the employee with the best Performance Reviews or the most sales and thus was identified for the position.

Upon being promoted internally, the Manager was shown the ropes, if they didn't already stand in for the previous Manager. This would typically include role requirements, monthly reporting, administrative requirements and standard business process and procedure. Does this mean that your Manager is good to go and will be great as the new Leader for the team? Unfortunately not.

Leadership requires more than process, procedure, and policy. Leadership requires well developed people skills which enables them to motivate, encourage and support the employees reporting to them.



We know that the aim of any business is to produce profits. For our team to produce profits they are required to make sales and follow business process as communicated by Management. This however does not guarantee success.



A more complicated element required for business success is Leadership. This deals with the people element of your team. People are unpredictable and are influenced by the various stimuli and events in both their professional and private capacity. Each person responds differently to the stimuli in their environment and thus require a different approach from the Manager.

In our Leader Mastery 4 Managers programme we help your Manager to develop his people skills to empower him/her to connect to each person. By successfully connecting to each person as an individual the Manager is enabled to empower, motivate and encourage each person.

If you are not sure of if your Manager is a good Leader, look out for these tell-tale signs related to poor Leadership:

- High staff turnover
- Low morale in your team
- Continued poor sales
- Erratic sales patterns
- Low responsiveness to Management requests
- High levels of horizontal and vertical conflict
- Resistance to organisational change

During the coaching sessions we focus on developing the Leadership capabilities of the Manager by helping him/her develop the skills required to connect with individuals.

Building Trust is a key ingredient to being a great Leader. If your employees do not trust your capabilities, skills, knowledge or integrity they will resist direction from you as the Manager. During the programme we help your Manager establish and build trust with each employee individually.

By being able to form deeper personal connections with their employees, Managers are able to establish motivation, values, and beliefs of the individuals. Once the Manager knows what makes the individual tick, they are able to start Leading the individual using his/her personal motivation system.



Leadership qualities developed during Leadership Mastery 4 Managers include:

- Emotional Intelligence
- Leadership Approaches
- Personal Leadership, Values and Motivation
- Leadership Communication
- Personal Development
- Balance
- Behavioural Change
- Motivating and Inspiration
- Equilibrium
- Coaching and mentoring in the workplace
- Growth Mindset
- Mindfulness
- Gearing up and Keeping up

At Divergent Coaching we are passionate about developing individuals to be the best version on themselves possible. By each person being the best version possible of their being, each person can contribute positively to the success of the business.

Results that you can expect to see once your Manager has completed the Leadership Mastery 4 Managers programme include:

- *Sustained Sales Performance*
- *Increased Staff Retention*
- *Highly Functional Teams*
- *Improved Business Dynamics*

If you would like to see these outcomes in your business, give us a call today to start arranging your Leadership development. We will come and meet with you to gain an understanding of your business and business requirements.

Once all the documentation is in place, we set up an introduction meeting with your management team to introduce the programme and do the relevant placement regarding programme requirements. Once all the questions have been addressed, we will set up the individual coaching sessions with your Management team.

Coaching sessions are a maximum of 75 minutes per session and is scheduled either weekly or bi-weekly depending on the agreement with client. Coaching relationships require an exceptional high level of trust to be effective and the Coach will have a non-disclosure agreement with the coachee. Any disclosures as to the discussions held between Coach and Coachee will have to be made by the Coachee.



Should you sign up for the High Performance Coaching programme, your Manager will automatically be enrolled for the Leadership Mastery 4 Managers course as exceptional leadership is essential for any High Performance Team.

Duration:

The coaching takes place over 12 (twelve) sessions which is either taking place weekly or bi-weekly, depending on the client agreement.

Cost:

The programme cost is R24 950-00 excl. per Manager.

All session preparation content is communicated electronically to the Coachee. The Coachee will be provided with a Coachee folder to allow them to document learnings, actions and insights during each session.

Road travel outside of Gauteng is billed at the AA tariff at the time of travel.

The above costing excludes any travel costs outside of Gauteng.

Dealers outside of Gauteng requires a minimum of 3 Managers per Dealer

Feedback:

The Coach will be providing high level feedback to the organisation but no personal discussion feedback will be provided to the organisation without the written consent from the coachee.

