

# Catalyst Transform - Building Transformational Leadership Capability

Driving high performance through leading self, leading others, leading teams and leading change

## OVERVIEW

### Why you need this

In this highly volatile and increasingly challenging global age of business, with accelerated change and relentless competition the norm, leadership excellence is critical for a sustainable competitive edge. Transformational leadership aligns and focuses performance on value-adding contributions through engaged and energised teams, unified by a shared vision and set of organisational values, to create a high performance organisational culture.

This intensive and high impact workshop is designed to develop transformational leadership competencies and personal effectiveness through the development of self-leadership, leadership of others and change leadership.

Optional extra: Online multi-rater leadership competency assessment – a powerful diagnostic tool offering structured self-assessment, colleague and team member feedback of your leadership strengths and development opportunities.

## TARGET AUDIENCE

### Who needs to attend

The Catalyst leadership development framework is pitched at all levels of leadership, from emerging to executive leaders, who wish to gain the practical insight, knowledge, skills, and confidence needed for improved leadership effectiveness.



## OUTCOMES

### What you will get

This highly intensive workshop is designed to enable leaders to build, not command, excellence by providing knowledge, skills and process tools to build understanding and capability across all dimensions of leadership:

- Self-Leadership - the journey starts with the foundation of leadership effectiveness, self-leadership or personal mastery. To be an effective leader (of yourself, your family or in the workplace) you need to be effective as an individual.
- Team Leadership – the single biggest factor impacting a team's performance is its leader and the leader's ability to create a high performance, continuous learning and improvement culture.
- Change Leadership – arguably the most critical of all the leadership competencies in the 21st century owing to globalisation, competition and accelerated technological innovation.
- Transformational Leadership – inspiring commitment to the vision and strategic direction by creating meaning through alignment, engagement and empowered team members.

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent





## OUTLINE

### What you will learn

Module 01 Personal Leadership	Module 02 Team Leadership	Module 03 Change Leadership	Module 04 Transformational Leadership
Personal leadership context Power of awareness and choice The 4 Intelligences Emotional Intelligence Managing time, energy & wellness Finding purpose and meaning Meta-competencies Developing a PDP Transformation & change	Team effectiveness models, effective vs. ineffective teams High performance team success factors 7 principles of teamwork Team development cycle Purpose, vision and goals Team learning & team roles Personality styles Managing conflict	Culture as a vehicle of change The change cycle Leadership vision & commitment The psychology of change Change plans, roles & resources Stakeholder identification & management Capacity for change Sustaining the change	Strategic business context Business vision, strategy & goals Business value chain The changing world of business Business case for leadership Characteristics of leaders, leadership competency model Engagement Building my personal leadership brand

## APPROACH

### How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

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