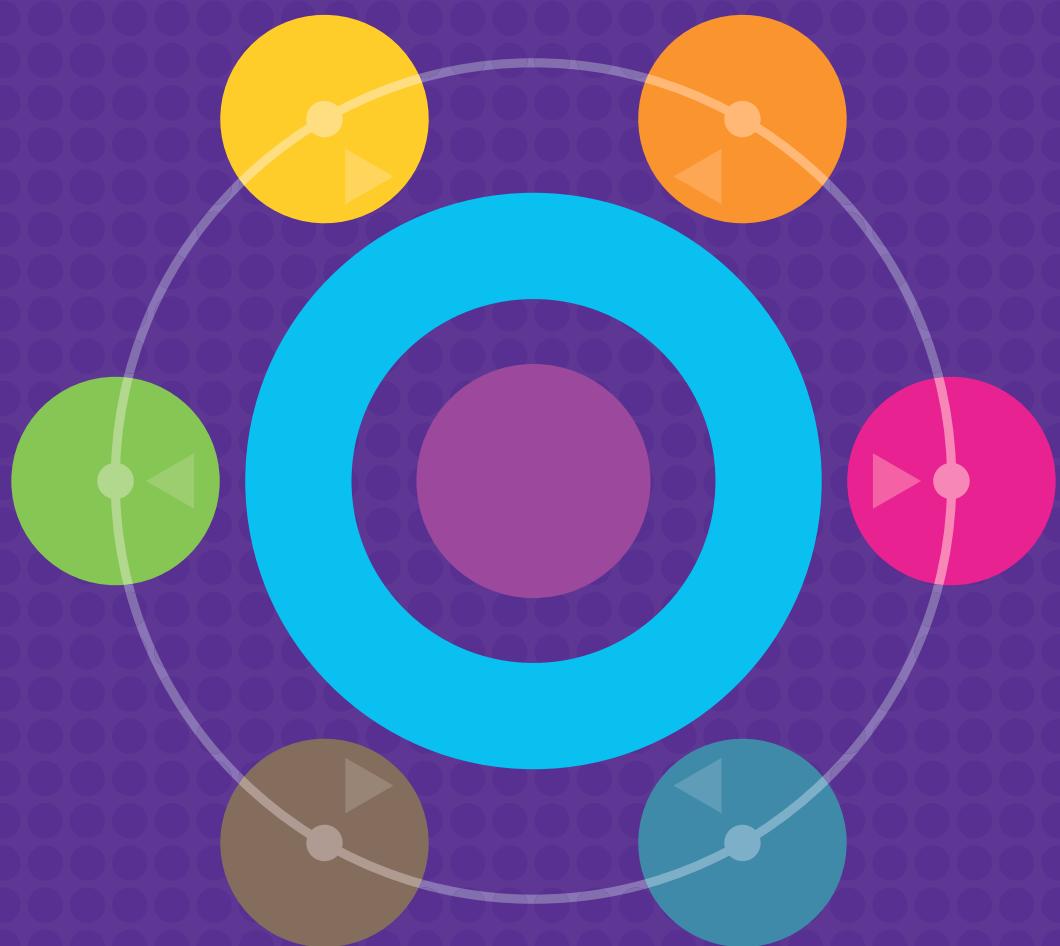


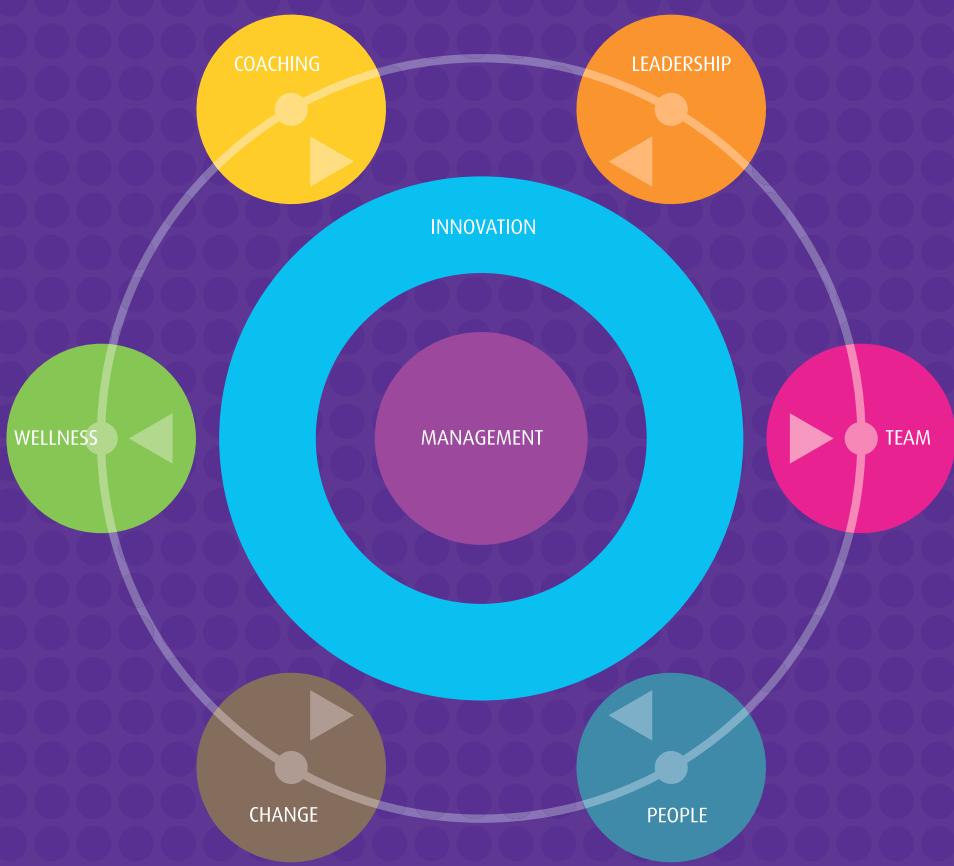
## ► ORGANISATIONAL EFFECTIVENESS



# ► Corporate Leadership

As specialists in developing high potential leaders, we can assist you to develop a workplace that is competent and committed to leading change. Through our unique and results orientated learning solutions we have assisted over 10,000 people to develop the essential skills, knowledge and attitudes required to meet the challenges of being a successful workplace leader in today's ever-changing business environment.

We have been privileged to partner with many outstanding global businesses.

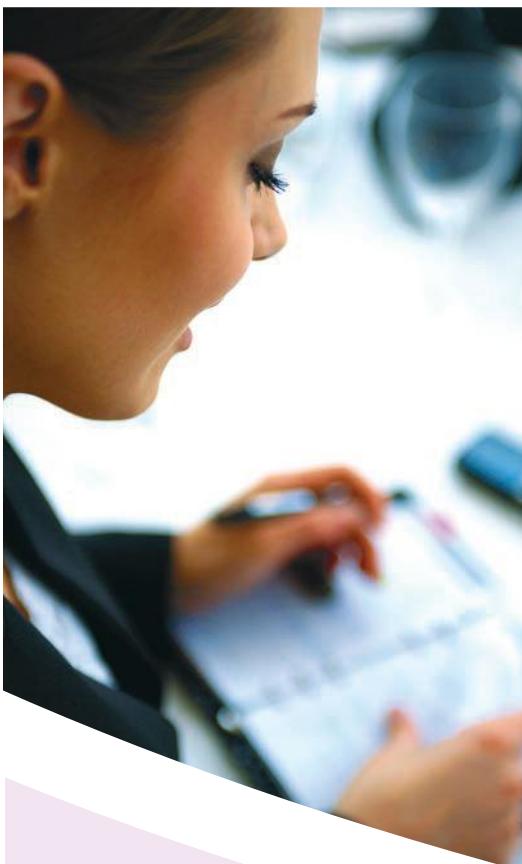


## ► Our Program

The Corporate Learning Solutions program offers a range of solutions which we believe provide the core skills needed for your high potential leaders to stay ahead in today's dynamic business environment. All of these solutions can be customised to meet your specific requirements to ensure that they are relevant and give you the maximum return on your investment.

In addition to this group of solutions, we offer one-on-one coaching and mentoring to assist your high potential leaders to integrate their skills and meet their workplace KPI's and objectives, plus the personal challenge of being a successful workplace leader.

Corporate Learning Solutions is committed and passionate about providing training and development solutions that embody global management and leadership best-practices in a practical, relevant and inspiring way. We invite you to discuss your requirements to develop your high potential leaders with one of our consultants who will be delighted to work with you to design a customised solution to meet your specific needs.



## ► The Management Program

Every high potential leader needs a broad range of skills in order to be effective. The 3 day program is practical, relevant and inspiring and will give you those essential skills. It is the ideal program for any of your high potential leaders who wants to develop or enhance their management and leadership abilities.

- Management and Leadership Concepts
- Effective Communication
- Applying Leadership Styles
- Team Building Strategies
- Handling and Resolving Conflict
- Problem Solving and Decision Making
- Effective Delegation
- Time Management
- Stress Management and Work/Life Balance
- Motivating Others
- Successful Negotiation Techniques
- Change Management

## INNOVATION

## ► The Innovation Program

Unlock the creativity of your high potential leaders with this program. Maintaining an innovative edge has never been more important. Businesses that fail to truly harness the creativity of high potential leaders risk being left behind. This 2 day program provides the tools, knowledge and skills required to effectively lead projects and people.

- Stimulating Creativity in the Workplace
- The 7 Keys to Unlocking Innovation
- Developing an Innovative Culture
- Implementing Systems and Strategies
- Developing Your Case for Innovation
- Professional Presentation Techniques



## LEADERSHIP



## TEAM



### The Leadership Program

To be effective, your high potential leader will need to not only understand the difference between managing and leading people but also understand and apply practical leadership solutions and techniques. During this 2 day program they will learn the essential skills that are required to positively influence others supporting workplace change.

- Leadership Styles and Application
- The Leader/Follower Relationship
- Influencing Others Positively
- Assessing Performance of People
- Solving Performance Problems
- Providing Personal Performance Feedback
- Leveraging Personal Performance

### The Team Program

When a team is performing well they can achieve outstanding results. For your high potential leaders it is vital that they know how to build and maintain a team during times of change and transition. During this 2 day program they will gain techniques to deal with challenging team dynamics, and receive solutions on how to lead a team that is going through a change at work.

- Identifying Team Roles
- Building Balanced Teams
- Team Leadership Strategies
- Developing Career Path Opportunities
- Recruitment and Placement Strategies
- Utilising Team Success Criteria
- Managing Team Stress
- Teamwork Structure and Support



## PEOPLE



## CHANGE



### The People Program

Maintaining high levels of workplace motivation requires your high potential leader to have the necessary skills, understanding and strategies that inspires people in an already busy workplace. During this 2 day program they will discover how to truly motivate a team. They will also learn valuable communication techniques, how to manage and lead different personalities and effective conflict resolution techniques.

- Identifying Your Interpersonal Style
- Effective Communication Techniques
- Using Influencing Styles and Power Bases
- Managing Different Personalities
- Effective Conflict Resolution
- Reaching Agreements for Mutual Gain

### The Change Program

In today's dynamic business environment change is the only constant and yet it is one of the hardest things that your high potential leader will need to manage. During this 2 day program they will learn how to build the support and commitment required by their team and individuals in order to successfully implement change initiatives.

- Factors of Influence in Change
- Effective Planning of Change and Innovation
- The Impact of Change on the Organisation
- Managing People and Change
- Coaching and Mentoring Skills
- Developing Innovative Ideas
- Empowering Your People



## Work & Life Balance

As workplace leaders we face the daily challenge of balancing our work and personal life. Rapid technological change, increased global competition and the implications of dealing with an increasingly diverse workplace can cause difficulties as your high potential leader tries to balance their work and life commitments. During this 1 day program they will learn how to successfully achieve a healthy balance in both work and life.

- The 7 Principles of Work / Life Balance
- Principle 1 – Your Character Predisposition
- Principle 2 – Physical Fitness
- Principle 3 – Nutrition and Diet
- Principle 4 – Personal Well Being
- Principle 5 – Emotional Balance
- Principle 6 - Emotional Habits and Control
- Principle 7 – Work / Life Balance
- Work / Life Balance Action Plans

## Coaching and Mentoring

Coaching and Mentoring is ideal for your high potential leaders who want to develop their skills, knowledge and attributes with a more private and confidential environment.

One-one-One meetings are specifically structured to ensure the implementation of pragmatic outcomes and activities. For the current or future high potential leader, these coaching and mentoring meetings offer many benefits to both the individual and the organisation.

- **Solutions** – deal with current and real issues
- **Confidentiality** – discuss and resolve your problems with a like-minded professional from outside of your organisation
- **Professional Development** – you will be developing your skills whilst ensuring that you are kept informed of global management trends
- **Time Efficient** – use your time effectively to find solutions to the challenges you face
- **Flexibility** - sessions are available in person, via telephone or email, scheduled at a time and location which suits you



## ► Testimonials

“ Just wanted to reiterate my thanks for the past few days in Singapore. The course was extremely useful, effective and enjoyable. My colleagues and myself got a lot out of it and are now really "buzzed". Thanks again for your guidance. ”

Julie Sherborn  
Managing Director  
ACP Asia Pte. Ltd.  
Singapore

“ I had visited the website and was impressed with the content and found much of the information also relevant in the South African context.

But what impressed me the most (so far) is that you have taken the time to follow up and to contact MRoA management after the course you have run in South Africa for our operational management (our operational managers have provided excellent feedback on your course). And now you are providing some free "value-add" by giving us access to the global salary survey.

This is what is setting *their* Solutions apart from a number of other business schools who teach the latest insights.

“ Very strong in "real world" scenarios. Great care in method of presentation. Great cross section of industry allowed for different points of view. ”

Nathan Crookes  
Atlas Copco  
Australia

Regina Linder  
Member of Executive Management:  
Strategy & Risk Management  
Munich Reinsurance Company of Africa Limited

## ► Contact details

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