

## Moving Leaders and Teams to peak performance.....

### About the programme

Imagine an environment

- where there is an atmosphere that enables openness and transparency,
- where employees experience a real sense of loyal engagement and responsibility,
- where they know they are in the right place and everybody works in the same direction
- ... resulting in unparalleled commitment, collaboration and peak performance!

**Any organisation or institution is only as good as its people.**

“Change the way people think – and things will never be the same  
*Steve Biko*



### Objectives of the Programme

- Leaders have to support, enable and empower their people
- What is needed to move a company from where it is to where it has differentiated it from its opposition – moving them from good to excellent?
- Through experience in corporate organisations, we have identified some of the attributes which enable the differentiation. These are:

<b>Meaning</b>	Employees need to understand the meaning that their contribution has in terms of the success of the school – and how that is important to them.
<b>Attitude</b>	Focus on attitudinal changes with respect to the role of being a committed employee in today's work life. It is more than just executing instructions given from the top - it allows the individual to grow into peak performance.
<b>Loyalty</b>	How do we accept and embrace another person's attitudes and ideas? It is about total devotion as an individual towards colleagues and the organisation / institution.
<b>Power</b>	Employees need to be empowered by giving them the opportunity to make real decisions. It gives them the ability to do what is required to take effective action.
<b>Responsibility</b>	Giving employees the freedom to assume responsibility for their own work tasks releases energy and resources that will not be available otherwise.
<b>Engagement</b>	When employees are engaged, learners are more likely to perform and contribute to their full potential. “To create a culture of engagement, it is the work of leaders and educators to enable, empower, equip, support and inspire learners so that they enter the synergy path.”
<b>Trust</b>	Trust enables organisations / institutions to sustain disruptive change, to recover from major setbacks and to rise above adversity. Organisations / institutions are no longer built on force, but on TRUST
<b>Openness and self-awareness</b>	If you want to build an organisation / institution based on peak performance, it is important to facilitate profound dialogues around themes such as responsibility, accountability, identity and loyalty. To do this there should be openness and self-awareness in the teams.
<b>Who should attend?</b>	<b>Executives – Managers – Team Leaders - Employees</b>

### Leaders have to support, enable and empower their people.

To introduce this concept of **Leadership from Within**, we have developed a unique programme based on dialogues between all levels of management within the organisation and their employees.

The objectives are for all to model and experience Leadership from Within, to build the positive atmosphere with an attitude that enhances personal openness and transparency, to understand group dynamics, to deal with difficult situations and to learn to give and receive feedback.

Through coaching (using a combination of Leadership Coaching, Group Dialogues with all levels of Leadership, Benchmarking and Facilitation), individuals and groups get the opportunity to identify what needs to change in order to align with the organisation, and to move into peak performance.

If you want to find out more about how to experience this unparalleled commitment, collaboration and peak performance in your organisation, call us now to discuss the opportunities that await you.