REIMAGINED, FOR NOW.

Times have Changed, and So have our Workshops...

Online study isn't new, but the events of the past few years has elevated it to an essential part of every organisation's talent development strategy.

With uncertainty as the prevailing theme of our times, leadership, teamwork, and 'emotional safety' are now more important than ever.

Most of us are familiar with eLearning solutions and development webinars, but do they really transfer learning into the workplace? How often are they 'less than exciting', and likened to the drying of paint?

The reality is that simply taking a face-to-face workshop online doesn't work – even if the workshop was originally designed to deliver the best in-person learning experience possible.

This is especially true when we consider the fact that the content remains the same - profit and loss is profit and loss, conflict is conflict - but the context of learning has completely been turned on its head

> I thought that I would fall asleep as I was in the comfort of my own home, but it has been non-stop interaction. What an amazing experience.
>
> **Nawaal**
> Team Leader, SA Commercial

Remote working has changed the context of learning, the way delegates interpret the meaning of workshop content has shifted, and so has the world around them.

Whether learning from home, or back at the office, the learning experience is more important than ever.

All of our programmes are now virtual first, built to be blended, and designed to deliver an experience that we are proud of – a learning experience that's fun, interactive, collaborative, and delivers meaningful results.

And, as everyone learns differently, everything that we do is specially created to accommodate all learning styles, and optimise peer interaction and learning. It's the integration of the workshop experience AND the workshop course materials that's essential to our learning experience!

99%

Our feedback scores - a composite rating of relevance, practical application, enjoyment, materials, engagement, and facilitation - are a reflection of our successful translation of face-to-face to virtual training.

From interactive flipcharts and sticky notes, to the infamous 'farm game', we ensure that everyone is always engaged, and has fun - and looks forward to their next learning experience with us.

Building Your Leadership Brand...

All of workshops are based around our unique **YourBrand™** framework, a brand-based approach to leadership development.

And, by 'leader', we mean everyone, across all levels of an organisation. Whether it's self leadership - bringing the best of yourself to every situation - or the formal leadership of others, leadership skills are critical to business success.

However, most leadership development programmes lack the context required to deliver to business expectations. *Generic training results in generic leadership!*[1-4]

YourBrand™ adds context to content in a unique way, personalising every module to YOUR brand, industry, business structure AND individual teams.

LEAD SELF

Self-leadership is understanding who you are, what you can do, where you are going and why; combined with the ability to positively manage your communications, emotions and behaviour on the way to getting there.[10]

LEAD TEAMS

Lead Teams is not just about leading a team.

It's about being an engaged member of a leading team, as everyone has a key role to play in delivering high performance: productivity, profitability and customer satisfaction.

LEAD CHANGE

Change only happens when people change; therefore employee readiness is a critical driver of success.

So, if employees are agile and constantly ready to adapt, change initiatives will be far more effective.

Lead Change is therefore people-centric, building resilience to change, and the skills that drive a culture of innovation and growth.

> ## Leadership is not about titles, positions or flowcharts. It is about one life influencing another.
>
> *John C. Maxwell*

YourBrand™ updates the traditional approach of Values Based Leadership - as a brand is more than just values - into a **Brand-Specific** framework of transformational leadership.

And, rather than values alignment - which always sounds painful! - a Brand-specific approach enables the **connection** of an individual's personal leadership brand and employer's corporate brand.
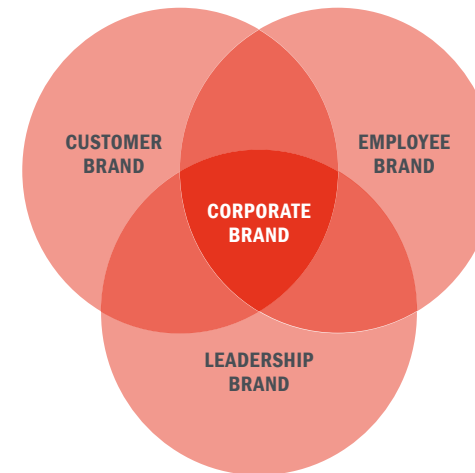
Why connection? Regardless of which industry a client is in, building a strong brand requires that all employees feel connected to the corporate brand, and understand their role in turning brand aspirations into reality.

Whether it's the goods or services they produce, their interaction with customers face-to-face, on the phone, via email, on social media... even around the table with friends, people create the experience of every brand.

A brand-specific approach to leadership development has been shown to:

- Create a distinct leadership culture that's aligned to brand and business strategy[6]
- Define and builds the leadership competencies that deliver the desired results[6]
- Drive employee engagement through brand connection, building ambassadors for the brand[7-9]

CUSTOMER BRAND

EMPLOYEE BRAND

CORPORATE BRAND

LEADERSHIP BRAND

Brand-Specific Leadership...

Develop Insightful Skills...

![Insights Discovery logo]

At the heart of **everything** we do is Insights Discovery, a powerful preference-based learning system that's based on the work of renowned psychologist Dr Carl G Jung, and supported by over 100 years of psychological research.

Insights Discovery translates Jung's theory into a simple, accessible, and practical four colour model to understand our individual style, how we behave, approach situations, and make sense of the world.

We've combined the power of the Insights Discovery system with the best of the latest thinking in the skills critical to leadership performance – all personalised to the context of the individual – and delivered with the simplicity, effectiveness, and practical delivery that we are known for.

CRITICAL & CREATIVE THINKING

LEADING CHANGE

EMPLOYEE ENGAGEMENT

PERFORMANCE MANAGEMENT

LEADER AS COACH

MANAGING CONFLICT

EMOTIONAL & SOCIAL INTELLIGENCE

SELF-AWARENESS

The First Step:
Your Personal Profile...

The Insights Discovery Personal Profile is a powerful personal development tool which gives individuals an engaging, reinforcing, and transformational insight into themselves and others.

Celebrating the uniqueness of each person, the profile illustrates how recognising and valuing difference can empower individuals, teams, leaders and the whole organisation.
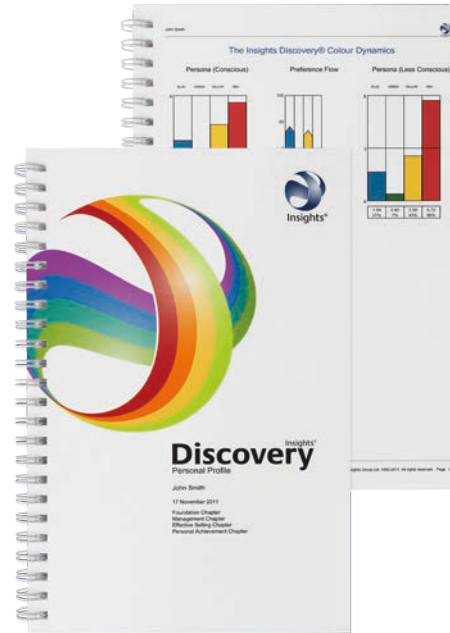
To receive the profile, delegates complete a 25-frame Insights Discovery Preference Evaluator.

Unlike other profiling tools, the evaluator measures different *degrees* of preference.

For each frame there are four word pairs. You choose a 'most like me', a 'least like me' and then score the remaining two options in between. It's a composite ipsative-likert evaluation (a combination of forced- and scaled-choice), allowing greater expression of individual preference.

The output is a highly customised - and spookily accurate - 20+ page personal profile.

In fact is so personal... it's as unique as you are.

> Every **advance**, every conceptual achievement of mankind has been connected with an advance in **self-awareness.**
>
> *Dr Carl G Jung*

Return on
Self-awareness...

Insights Discovery provides the golden thread of self-awareness throughout the programme.

- Self-awareness is the first step in the development of emotional intelligence (EQ)[11]
- Above an IQ of 120, EQ becomes the more important predictor of successful leaders[11]
- The levels of EQ among team members and the team leader are strong predictors of team performance[12,13]
- There's a positive correlation between both IQ and EQ and the results of a team, but EQ is a significantly stronger predictor[14]
- High team self-awareness drives high performance through reduced conflict, better quality decision-making, and greater co-ordination across the team[15]

THERE'S A DIRECT, POSITIVE CORRELATION BETWEEN SELF-AWARENESS AND COMPANY PERFORMANCE[16,17]

A SETA Accredited Skills Programme...

With our unique **YourBrand™** approach, we can build SETA accredited skills programmes aligned to Unit Standards from the National Certificate in General Management (NQF Level 5).

As accredited skills programmes, **YourBrand™** complies with all the skills development requirements of the B-BBEE scorecard, so you're able claim 100% of your spend with us towards the Skills Development portion of your scorecard.

YourBrand™ has built-in ROI.

$$\text{ROI \% } = \frac{\text{RETURN (FINANCIAL BENEFIT)} - \text{INVESTMENT (DEVELOPMENT COST + IMPLEMENTATION COST)}}{\text{INVESTMENT}} \times 100$$

We're passionate about delivering results, and ensuring that our learning experiences are not forgotten back at work - our approach to learning goes way beyond our workshops.

Not only do we use the 'stickiness' of the Insights Discovery language of colour, we provide assessments and practical assignments throughout the programme - not just the required Portfolio of Evidence (PoE) for a SETA accredited skills programme.

In SETA accredited modules we've proud to have innovated the PoE experience as well.

Most companies typically experience accredited workshops where the assessments are... shall we say... less than ideal for their industry - and their workplace.

Similarly, the majority of learners find the submission process onerous, repetitive, and complicated.

Similarly, the majority of learners find the submission process onerous, repetitive, and complicated.

We take a different approach. Every assessment is purposely developed to be relevant and designed for ease of use - that's part of the magic of the **YourBrand™** framework.

It's logical!

As well as virtual workshops, we've also developed 5 focussed sessions designed especially for our unprecedented times. We call these Virtual Connects.

Each Virtual Connect is accompanied by a digital reference.

Workshop
Lead Self: The First Insights...

The first step of every **YourBrand™** programme begins the journey of self-awareness.

Using insights from their Insights Discovery Personal Profile, everyone gains an understanding of their unique personal style, the impact they have on those around them, and how to identify, adapt, and connect to the communication needs of others.

Through the simple, universal language of colour, participants gain a new language and framework for understanding themselves and others.

The workshop builds self-awareness through the unique combination of preference, behaviour and personal style.
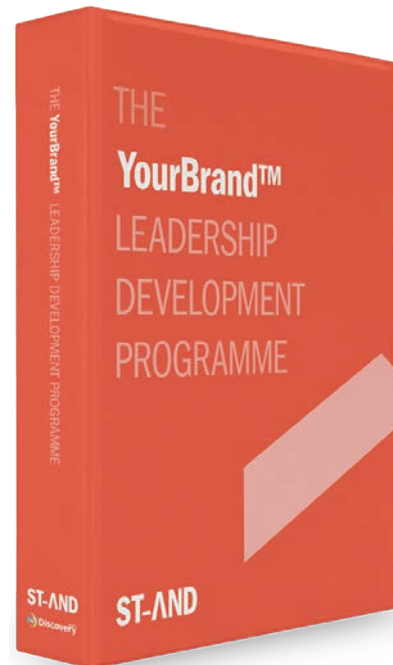
KEY OUTCOMES

- Enables immediate improvement of interpersonal relationships
- Develops awareness and understanding of strengths, blind spots, and areas for development
- Creates a positive common language to discuss personal style
- Reduces misunderstandings and conflict through increased an understanding of others
- Enables more effective communication to increase productivity
- Reduces negative interpersonal dynamics that can stifle organisational performance

FORMAT

- A 1-day workshop delivered as 2 x 3hr virtual sessions
- Available as a standalone workshop, or as part of a SETA accredited skills programme

Workshop
Building Your Leadership Brand...

Our signature workshop, BUILDING YOUR LEADERSHIP BRAND, continues the journey of self-awareness through understanding – and clearly defining – personal purpose, vision, mission, values, strengths, opportunities for development, and personal leadership development action plan.

By the end of the workshop, everyone is clear about what their Personal Leadership Brand STANDS FOR, and how they can STAND OUT in everything they do.

And, by connecting an organisation's two most important assets - brand and people - everyone understands how their unique talents and abilities deliver results...

...after all, if employees don't know their corporate brand's promise, they certainly won't be able to deliver to it!

KEY OUTCOMES

- Continues the journey of self-awareness to unlock the WHY
- Creates a clear definition of personal brand identity, distinctiveness, and the value of contribution: Personal Leadership Brand... Purpose, Values, Vision, Mission and point of difference
- Reviews personal leadership style against organisational brand: **BrandConnect™**
- Promotes a distinct leadership culture that's aligned to your brand and business strategy
- Drives customer-focussed employee behaviour
- Builds brand ambassadors through employee-brand engagement
- Develops an action plan for self-development

BRAND ONLY **2 OUT OF 5** EMPLOYEES FULLY UNDERSTAND WHAT THEIR COMPANY STANDS FOR AND WHAT MAKES IT DIFFERENT TO THE COMPETITION[18]

FORMAT

- A 1-day workshop delivered as 2 x 3hr virtual sessions
- Available as a standalone workshop, or as part of a SETA accredited skills programme

VISION
VALUES
PURPOSE
PASSIONS
STRENGTHS
DIFFERENCE
PERSONALITY

Workshop
Discovering Inspirational Leadership...

DISCOVERING INSPIRATIONAL LEADERSHIP takes self-awareness, and self leadership, into the leadership of others.

We explore an individual's personal leadership style, and the unique value they can bring to their organisation's leadership brand.

Our approach balances a focus on 'tasks' with a focus on 'people', and looking 'externally' with looking 'internally'.

Together these create to the four pillars of Inspirational Leadership: Results, Visionary, Relationship, and Centred leadership.

And, as part of our added value services, we will work with you to integrate your leadership competencies into the four pillars of leadership to expresses your brand, and the culture you wish to build.

KEY OUTCOMES

- Evaluates the skills of leadership and management
- Examines trends and developments relating to different leadership theories
- Introduces the four pillars of the Insights Discovery Leadership model
  - Results leadership
  - Visionary leadership
  - Relationship leadership
  - Centred leadership
- Evaluates the concepts of accountability, responsibility, and ownership, as key drivers of team performance
- Explores differential motivators and blockers, together with an action plan for members of the team
- Expands the concept of grounding a vision, through different perceptions, strengths, and capabilities
- Reviews own performance to formulate a personal leadership development strategy, and G-WAVE action plan
- Applies leadership theory to own role, team, and corporate brand

FORMAT

- A 2-day workshop delivered as 4 x 3hr virtual sessions
- Available as a standalone workshop, or as part of a SETA accredited skills programme

RESULTS LEADERSHIP

VISIONARY LEADERSHIP

RELATIONSHIP LEADERSHIP

CENTRED LEADERSHIP

Workshop
Emotional & Social Intelligence...

Nowadays IQ is considered to be a threshold competency in the workplace; you must have a certain level of cognitive ability to perform in a role, but intellectual intelligence alone will not result in elevated professional success.

What's needed is Emotional and Social Intelligence: the difference between good and great; the ability to recognise and understand emotions in yourself and others; your ability to use that awareness to manage your behaviour and relationships.

SELF-AWARENESS	SOCIAL AWARENESS
Your ability to accurately perceive your emotions and stay aware of them as they happen.	Your ability to accurately pick up on emotions in other people and understand what is really going on.
SELF-MANAGEMENT	**RELATIONSHIP MANAGEMENT**
Your ability to use awareness of your emotions to stay flexible and positively direct your behaviour.	Your ability to use awareness of your emotions and the emotions of others to manage interactions successfully.

Without it, you can have a high IQ, a top class education, an incisive, analytical mind, an endless supply of smart ideas... but you won't make a great leader... of self OR others.

Our BUILDING EMOTIONAL & SOCIAL INTELLIGENCE workshop is built around the Internationally acclaimed Goleman-Boyatzis ESI model.

It takes self-awareness, and combines it with the latest thinking in biology and neuroscience, in an approachable, motivating, and practical to apply methodology.

... After all, why be average when you CAN be great?

KEY OUTCOMES

- Explores the concepts of 'multiple' intelligences
- Increases awareness of the needs of others to enhance work and personal relationships
- Evaluates the key characteristics of an emotionally intelligent leader
- Develops techniques for giving and receiving effective feedback
- Builds resilience to the negative aspects of stress
- Creates an action plan to improve the areas identified for self-improvement
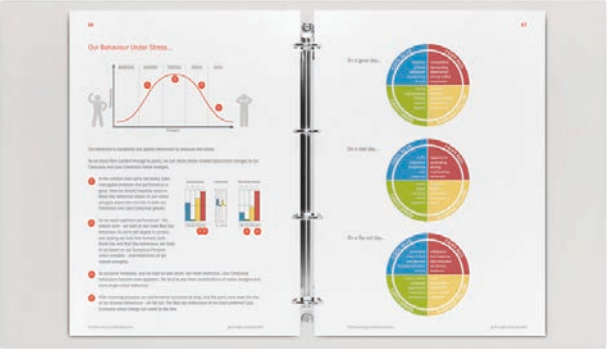
FORMAT

- A 2-day workshop delivered as 4 x 3hr virtual sessions
- Available as a standalone workshop, or as part of a SETA accredited skills programme

Workshop
Connecting Without Conflict...

Whenever people work together - or share a working space or resources - at some point there will be disagreement. Conflict in the workplace is unavoidable!

However, not all conflict is unhealthy. If managed effectively, conflict serves as a stimulus to encourage new thinking, drives change, strengthens relationships, and encourages creativity, problem solving, and innovation.

The key is learning how to manage conflict so that it can serve as a catalyst - rather than a hindrance - to organisational, team and individual development.
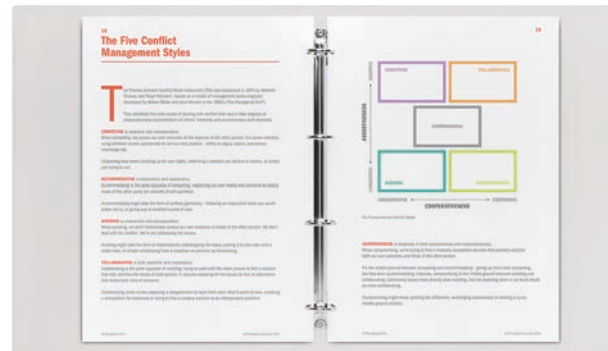
KEY OUTCOMES

- Identifies the positive and negative characteristics of conflict in the workplace
- Develops an understanding of the types of conflict through the Circle of Conflict model
- Evaluates current organisational conflict management approach
- Creates an awareness of the main conflict styles - using the Thomas-Kilmann methodology - and the individual's natural approach to managing conflict
- Introduces the **ST-AND 4-colour** Insights Discovery model of conflict management
- Expands ability to select more appropriate strategies to resolve different types of conflict
- Develops an action plan for teams to harness the power of positive conflict

FORMAT

- A 2-day workshop delivered as 4 x 3hr virtual sessions
- Available as a standalone workshop, or as part of a SETA accredited skills programme

85% OF EMPLOYEES **EXPERIENCE CONFLICT** TO SOME DEGREE

THE AVERAGE EMPLOYEE SENDS **2.1 HOURS A WEEK** DEALING WITH CONFLICT

ONLY **31%** OF MANAGERS THINK THEY **MANAGE CONFLICT WELL**

AT **49% CLASHES OF PERSONALITY** ARE THE TOP CAUSE OF CONFLICT IN THE WORKPLACE

SOURCE: CPP [19]

Workshop
Leader As Coach & Mentor...

Coaching is the most effective way to develop others. In fact, no other leadership behaviour increases employee engagement and productivity, more than a leader's coaching effectiveness.[20,21]

Unlike other workshops, where the introduction to coaching is usually 'too much' – more like training everyone to be a professional coach, rather than enabling leaders to use coaching skills – we've turned Coaching and Mentoring on it's head.

THERE'S A DIRECT, POSITIVE CORRELATION BETWEEN COACHING EFFECTIVENESS AND TEAM PRODUCTIVITY[22]

Rather than formal coaching sessions, the majority of the time spent coaching is informal: Those 1-1 meetings already scheduled in the diary, and dealing with questions on a daily basis. That's where the coaching opportunity lies... and is often missed.

In LEADER AS COACH AND MENTOR we explore a modern-day approach to coaching and mentoring in the workplace, with practical leadership tools that can be used everyday.

KEY OUTCOMES

- Creates an understanding of the principles of coaching and mentoring, and their role in personal development
- Identifies the competencies required be an effective coach, an inspiring mentor, and when to use each intervention
- Evaluates informal vs. formal coaching, and its importance in the workplace
- Introduces the GROW coaching model and the Insights Discovery G-UIDE coaching model
- Builds coaching skills – the coaching conversation – to drive performance
- Introduces the **ST-AND** 4-Colour Coaching Competencies
- Evaluates the effective use of open and closed questions
- Enhances coaching confidence to enable the reputation for people development
- Creates an action plan for success
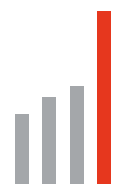
FORMAT

- A 1-day workshop delivered as 2 x 3hr virtual sessions
- Available as a standalone workshop, or as part of a SETA accredited skills programme

Workshop
Building Team Performance...

Good teamwork is about relationships, with every team member understanding their role, their contribution to the group, and feeling valued for the part they play in helping the team succeed.

The morning session introduces the Insights Team Effectiveness model, to identify the most pressing and important issues for the team's development, diagnose problems, and highlight opportunities to improve team success.

TEAMS WITH HIGH SELF-AWARENESS DOUBLE THEIR PROBABILITY OF SUCCESS[23]

KEY OUTCOMES

- Builds engagement and effective team communication
- Develops a shared commitment and clarity on what the team has to do to achieve its goals
- Enables the team to quickly understand their strengths and challenges
- Creates a positive, non-threatening environment for discussing differences, challenges, and resolving conflict
- Reinforces the message that everyone has a role to play in achieving the team's objectives
- Evaluates team performance against the characteristic of high performing teams, and the Insights Discovery Team Effectiveness model
- Enables participants to take immediate individual and team action

FORMAT

- A 1-day workshop delivered as 2 x 3hr virtual sessions
- Available as a standalone workshop, or as part of a SETA accredited skills programme

5% ♥ = 3% 🪙 A **5%** INCREASE IN EMPLOYEE ENGAGEMENT RESULTS IN A **3%** GROWTH IN REVENUE[24]
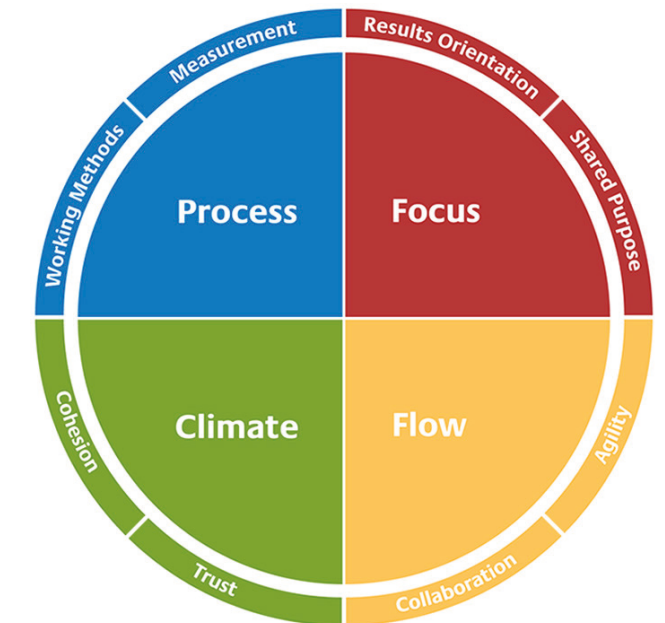
Virtual Connect
The Centred Leader...

Leadership is challenging enough, but with disrupted teams, and times of crisis, the challenge of leadership becomes even greater.

During disruption, be it work from home, furlough, onboarding back into the office... great leadership will make the difference between survival and sustainable growth.

As a response to crisis, most companies have quite naturally focused on the 'doing': What tech do employees need? Who should to do what? What changes needed to be made?

Just as important, however, are the 'being' workings of a team – especially the fundamental elements of trust and cohesion - which can be significantly compromised with team disruption.
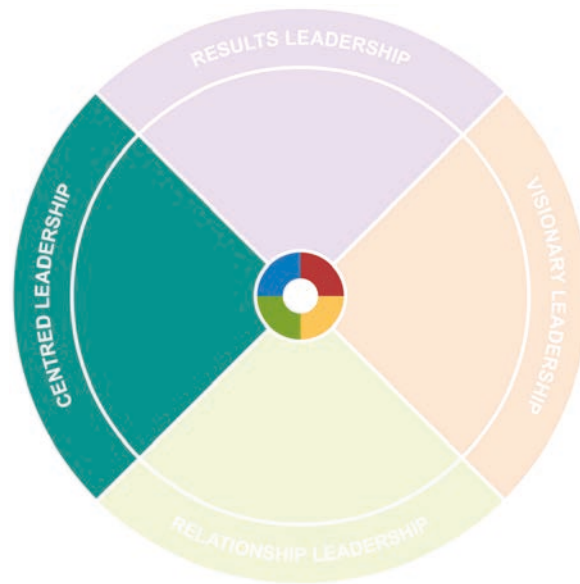
Team 'being' isn't fixed by a quick meeting - virtual or otherwise - or a weekly 1-1 conversation. Team 'being' is built by a balanced leadership approach.

At times like these, research shows that without the building blocks of Centred Leadership, performance, recovery, and growth remain vulnerable.[25-31]

Centred Leadership is not about chanting, sitting cross-legged, or any other misconceptions that may come to mind.

THE CENTRED LEADER is rooted in neuroscience and research, and delivered in the practical, relevant, effective, and highly experiential format that we're known for.

KEY OUTCOMES

- Reflects on the 4 pillars of the Insights Discovery leadership effectiveness model, and the impact of the global pandemic on current leadership style
- Reviews the neuroscience and research into the effectiveness of disrupted teams
- Introduces the 4 elements of Centred Leadership and their relationship to team health
- Evaluates self and team to highlight key areas of focus
- Identifies personal 'resources' and 'drains'
- Creates an action plan for personal development and team success

FORMAT

- A 3.5hr Virtual Connect, digital reference guide
- Available as a standalone workshop, or as part of a SETA accredited skills programme

Virtual Connect
Worry, Stress & Anxiery...

Whether working from home, or returning to the office, COVID-19 isn't just a physical health issue – it's a mental health issue too.

With 'always on' media, divergent and conflicting news, working in isolation, managing work alongside family responsibilities, an overwhelming sense of uncertainty... the toll on our psychological health can't be ignored.

Not only did calls to the the the South African Depression and Anxiety Group (SADAG) more than double during lockdown, a recent survey of SA employees identified nearly half of respondents (46%) as high risk of Pre-TSD, the precursor to PTSD. 35% of respondents were already showing physiological signs.[32]

Pre-, and Post-TSD is predicted to be the second pandemic to hit the workplace, support

Worry, stress, and anxiety are all perfectly normal reactions to life. They are part of our fundamental emotional repertoire, and have helped our species survive since the beginning of time.

But - if they're not 'kept in check' - they can become a psychological and physical disabler, rather than a life saver!

The good news is that learning how to moderate the effects worry, stress, and anxiety is a skill that can be developed.

So, from a fun journey through neuroscience – the amygdala at work - to practical measures to help take back some control of how we feeling, our WORRY, STRESS & ANXIETY Virtual Connect helps enable delegates to respond, rather than react, to the stressors and pressures that we face everyday.

KEY OUTCOMES

- Builds awareness of the neuroscience of worry, stress, and anxiety - the amygdala at work
- Details the 'all or nothing' stress response
- Introduces the Insights Discovery stress methodology
- Enables the recognition of stress triggers and how to manage them
- Builds awareness of the impact and response of stress in others, and how to support team members
- Develops an action plan for success based on the circle of influence model

FORMAT

- A 3.5hr Virtual Connect, with digital reference guide
- Available as a standalone workshop, or as part of a SETA accredited skills programme

Virtual Connect
Engaging With Change...

In 1996, John Kotter published Leading Change, revealing that only 30% of change programmes are really successful.[33]

Since then, other studies have showed remarkably similar results, with the majority of change initiatives failing to deliver to plan.[34,35]

The fact is, organisations don't just change because the CEO says so, or because there's a new process, or a bit of different software... or even a global pandemic. They only change *sustainably* when their people adapt and change.

It's only when these personal transitions have been made that an organisation can truly reap the benefits of transformation.

Now is the time to support all employees, across all levels of the business, to successfully navigate their personal transitions.

For lasting change, everyone needs to be on board, inspired, and most importantly, understand how their role fits into the 'new now'.

We call this ENGAGING WITH CHANGE.
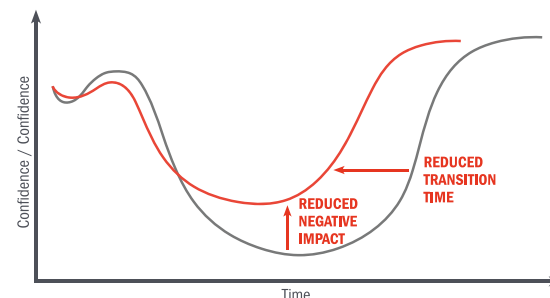
In her books On Death and Dying and On Grief and Grieving, Dr. Elisabeth Kübler-Ross defined a model to describe the internal emotional journey of loss and the grieving process, a model that's been universally adopted as a model for change – as with change we experience the loss of how things were before.[36,37]

During our current crisis, change has been enforced upon us, and there has been little option but to go with the flow as we all hurtled off the top of the Kübler-Ross transition curve, without knowing what we would find.

COVID-19 has changed life as we knew it. We're all dealing with 'the new now!' Whether personal, relational, organisational, or societal, we are all experiencing grief. It hurts everywhere.

We all react to change differently. Some of us may be in the depths of despondency, whereas others may be on the upward climb. No matter where we are, without action, the slide back down the curve is just waiting to happen! By understanding our psychological responses to change, and supporting the individual – not an homogeneous mass of employees – we can help build resilience, positive outlook, and engagement with 'now' and 'tomorrow'.

Your people will support you through these challenging times of change – if you support them too.

KEY OUTCOMES

- Explains the nature of change – it's natural to feel the way that we do
- Defines the psychology of change and the Kübler-Ross change curve
- Analyses the difference between reacting, responding, and engaging with change
- Identifies the individual's personal response to change: their strengths, challenges and areas needing support
- Introduces the **ST-AND 4-Colour** model of engaging with change, based on the Insights Discovery system

FORMAT

- A 3.5hr Virtual Connect, digital reference guide
- Available as a standalone workshop, or as part of a SETA accredited skills programme

Virtual Connect
Building Resilience...

Resilience is the ability to adapt in the face of adversity, trauma, tragedy, or significant sources of stress – such as family and relationship problems, financial difficulty, workplace stress... and our current global pandemic.

It's 'bouncing back' from difficult experiences.

And, resilience isn't something that we either have or don't have. As one of the competencies of Emotional and Social Intelligence, it's a skill that can be learned, practiced, and mastered. It involves behaviours, thoughts and actions that can be developed in anyone.

Being resilient doesn't mean not experiencing difficulty or distress, it means being able to apply learning from those challenges to become more resilient.

Self reflection, self observation, and self-awareness are important aspects of building resilience. So, by understanding our view of life through the lens of colour, Insights Discovery provides the foundation for moving from 'knowing' to 'doing'.

Resilient people – and companies – face reality with staunchness, make meaning out of hardship, and improvise effective solutions. From a business perspective resilience improves employee health and wellbeing, reduces burnout and absenteeism, and builds brand engagement.

Our BUILDING RESILIENCE Virtual Connect helps individuals build a greater understanding of themselves – and their colleagues.

It's by understanding how their personal preferences influence their methods of coping with pressure, that delegates can design and implement their own strategies to build resilience, and more easily cope with the challenges and pressures of today's world.

KEY OUTCOMES

- Increases knowledge of personal resilience and its key contributing factors
- Explores the eight factors of resilience and how each play a part in learning to cope better
- Creates an understanding of how difference impacts personal and group resilience within the context of colour energy preferences
- Reviews personal resilience and the impact it has on decision-making, productivity, and wellbeing
- Identifies personal resilience 'resources' and 'drains'
- Enables the development and implementation of a personal resilience strategy

FORMAT

- A 3.5hr Virtual Connect, with digital reference guide
- Available as a standalone workshop, or as part of a SETA accredited skills programme

Virtual Connect
Disrupted Teams...

Whether working from home, or returning to the office, the COVID-19 pandemic isn't just a physical health issue – it's a mental health issue too. Calls to the South African Depression and Anxiety Group (SADAG) alone doubled during lockdown.[32]

24-hour 'always on' media, numerous – often contradicting – views on social media, working in isolation, managing work alongside family responsibilities, together with an overwhelming sense of uncertainty... the toll on 'psychological safety' can't be ignored.

Things that would normally be just an 'inconvenience' in the past can now be a major disruptor – the 'straw that broke the camel's back'.
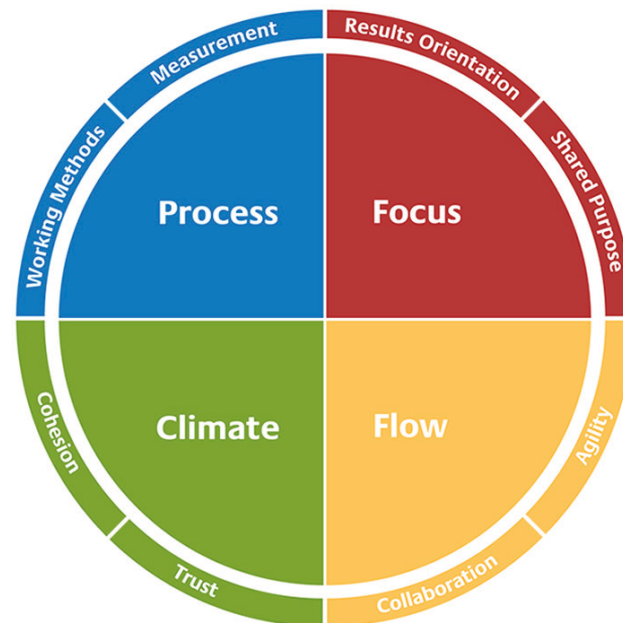
Even before these unprecedented times, the country was under economic strain. South Africa was named as the second *Most Stressed-out Country in the World* by Bloomberg – and that was before the 'new now'.[36]

Recent local research has also identified that nearly half of respondents (46%) were high risk for Pre-TSD, a precursor to the more well recognised PTSD.[32]

All these issues won't disappear once sat behind a desk at work. The impact of the COVID-19 pandemic will be with us for some time. So, how people work together with their team during disruption will be critical for productivity and engagement.

Our DISRUPTED TEAMS Virtual Connect has been designed for teams who have started their Insights Team Effectiveness journey, and focuses on trust, cohesion, and communication – highlighted as the key actors that drive psychological safety for teams under strain.[37,38]

KEY OUTCOMES

- Reviews the Insights Discovery Team Effectiveness model in relation to team disruption
- Defines the impact of the global pandemic on the team – and the individual – to create an action plan to promote health and productivity
- Builds team self-awareness and appreciation of the value of contribution and support
- Builds stronger individual and team relationships without the need for face-to-face contact
- Enables participants to take immediate individual and team action

FORMAT

- A 3.5hr Virtual Connect, with digital reference guide
- Available as a standalone workshop, or as part of a SETA accredited skills programme

About Us...

MEET STEVE ANDREWS

Steve opened **ST-AND** to do things differently... the first consultancy in South Africa to focus on the integrated development of your brand and your people - your two most important assets.

Originally trained as a vet (yes a vet!) Steve has been bringing his practical approach to brand and people development solutions for over 20 years.

He's worked on the successful development of leading corporate and FMCG brands (including Mars, Unilever, Sara Lee, Nestlé) and, before opening **ST-AND**, headed up Corporate Brand and Design for Woolworths.

Steve's a member of COMENSA (the professional body for coaching and mentoring in SA), an Insights Discovery Licensed Practitioner, registered assessor and moderator, accredited in the Goleman/Boyartzis Emotional & Social Competency Index (ESCI), LEGO® SERIOUS PLAY® facilitator... and 'dad' to our **YourBrand™** framework.

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