

PROGRAMME CONTINUES...

10.20 – 13.00	<p>What is organisational culture and how does it impact workplace performance?</p> <ul style="list-style-type: none"> • Manage individual and team performance <p>Effective leadership strategies for developing and implementing a high performance culture</p>
13.00 – 14.00	Lunch
14.00– 15.30	<p>How to effectively conduct 'difficult conversations' at work and maintain productivity.</p> <ul style="list-style-type: none"> • Managing difficult discussions
15.30 – 15.45	Refreshment and Networking Break
15.45 – 17.00	A deeper understanding of how to give and receive feedback as a leader of others.
Day 3	
08.30 -10.00	<p>Re-cap on Day 2 outcomes</p> <p>Coaching as an effective tool for developing high-impact Leadership Skills.</p> <p>What is the real difference between Coaching and Mentoring in practice?</p>
10.00 – 10.20	Refreshment and Networking Break
10.20 – 13.00	<p>Selected Leadership, Management and Organisational Culture take-aways.</p> <p>Reflection exercise to cement new knowledge and understanding and create an action plan</p> <p>Closing</p>
13.00 – 14.00	Lunch



The SADC DFRC is accredited by the Botswana Qualification Authority as a training provider



The SADC-DFRC is a Subsidiary institution of SADC

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LEADERSHIP AND MANAGEMENT SKILLS DEVELOPMENT



Building Partnerships for Economic Growth & Development

1th - 3rd November 2017



Mokolodi Nature Reserve
Mmokolodi, **BOTSWANA**

OVERVIEW

This programme aims at upgrading and refreshing the leadership and management skills of supervisors, senior and middle management staff in development finance institutions and similar institutions to be more effective in achieving results with their teams.

OBJECTIVE

The objective of this course is to understand the basic elements of an Organisational Leadership Culture and identify critical elements to pay more attention to in order to design, build and implement the desired high performance culture within the organisation. The course will assist with points of reference and tips to help leaders align with and achieve their organisational vision.

LEARNING OUTCOME

By the end of the training, participants of the training are expected to be more effective in:

- Leadership Styles;
- Organisational Culture;
- Effective Leadership Strategies;
- Conflict Management;
- Communication styles;
- Coaching as an effective tool in leadership;
- Manage individual and team performance.

FACILITATOR

Dr. Dumisani Magadlela (Certified International Executive and Leadership Coach, Pan African Capacity Building Programme – PACBP; Development Bank of Southern Africa – DBSA).

He holds a PhD in the Behavioral Sciences, and has numerous qualifications in Organisational Leadership, Coaching and Mentoring. He is a Certified Nine Conversations in Leadership Facilitator, and has been facilitating leadership training sessions for over ten years.

PROGRAMME

Day 1	
08.30 – 10.00	Inaugural Session <ul style="list-style-type: none"> • Opening Remarks • Programme Overview • Introductions of Participants • Photo session - Group picture
10.00 – 10.20	Refreshment and Networking Break
10.20 – 13.00	An applied understanding of the diverse constructs of leadership <ul style="list-style-type: none"> • What is leadership
13.00 – 14.00	Lunch
14.00 – 15.30	Understanding the fundamental and common Styles of Leadership most leaders use. <ul style="list-style-type: none"> • How to be a great manager through leadership • Communication styles
15.30 – 15.45	Refreshment and Networking Break
15.45 - 17.00	An applied understanding of how great leaders manage workplaces interrelationships Managing your employees
Day 2	
08.30 – 10.00	Re-cap on Day 1 outcomes An applied understanding of leading and leadership in diverse contexts (diversity).
10.00 – 10.20	Refreshment and Networking Break