

## OUR TRAINING PROGRAMMES AND APPROACH

### The Programme

The Programme we offer has 21 modules which are available in a generic format but can be customised to suit the company environment. The primary focus is People Leadership and the goal is to enable in participants the basic competencies needed to effectively lead people in the workplace.

### The Overall Goal of the Programme

The programme aims to achieve the following:

Frontline or other leaders have the basic competencies needed to effectively manage people in the workplace.

### The Value Proposition

Our solution is a leadership development programme which has the following key features:

- Cost effective solution
- Provides the basic skills necessary
- Measures improvement
- Integrated with company processes and systems

Our Learning Model focuses on Frontline and Middle Leaders but can be customised to meet any workplace requirement.

The modules that are available are outlined in the table below.

Our Question	Traditional Subject
<b>Leading Self</b>	
1. How do I make sure I am my best self?	Personal Mastery 101
2. The RICHSELF Self Actualisation Programme	Self Actualisation
<b>Leading People</b>	
3. What does it mean to be a people manager/ leader?	Introduction to Management and Leadership
4. How do I get the best out of my people?	Motivating people
5. How do I build good relationships with my people?	Relationship Building
6. How do I enable accountability within my	Performance Enablement

team?	
7. How can I best communicate with my people?	Communication
8. How do I ensure that people work as a team?	Teamwork
9. How do ensure my people get better at what they do?	People Development
10. How do I make sure that my team collaborates with other teams to achieve desired goals?	Cross Functional Teamwork
11. What do I do if I'm not getting what I want from my people?	Managing Poor Performance
12. How do we collaboratively solve workplace problems	Problem Solving
13. How do I manage my boss?	Managing Upwards
14. How do I negotiate effectively to achieve the best outcomes for all?	Negotiation skills
<b>Leading Work</b>	
15. How do I manage a project?	Project Management
16. How do I help people change when change is necessary?	Change Management
17. How do I deal with conflict in the workplace?	Conflict Management
18. How do I ensure that my meetings achieve their objectives?	Meeting Management
19. How do I work with my people to plan to achieve results?	Operational Planning
20. Building Partnerships in and beyond the workplace	Stakeholder Management
21. How do we keep the customer at the centre of everything we do?	Customer Centricity

We are able to combine, edit, and customise any or all of the modules to meet the needs of the organisation.

## Programme Delivery

The delivery of the programme involves a multi modal blended approach which includes some or all of the learning methodologies in the diagram below:

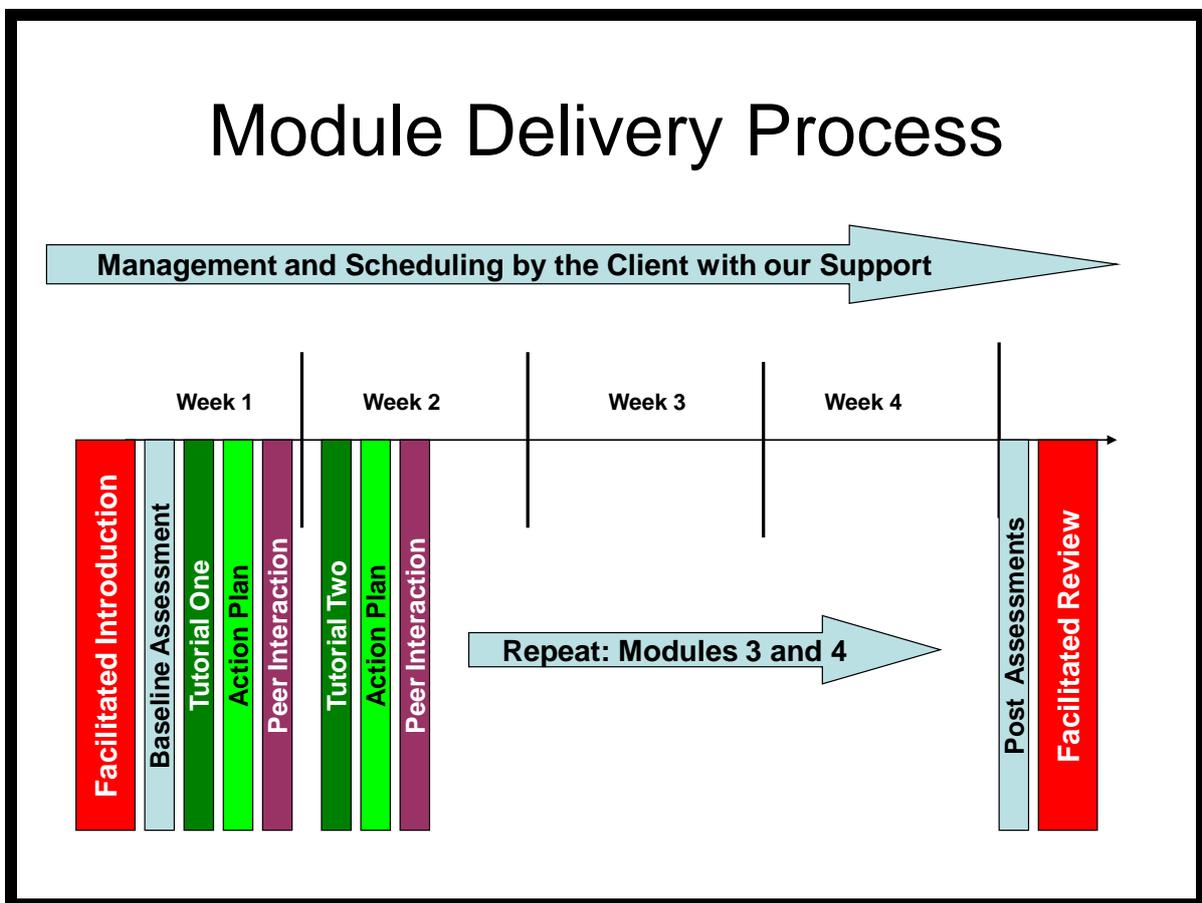


## Assumptions

This proposal assumes the following:

1. Each module will be facilitated in structured way with up to 20 people at a time.
2. StratAlign will facilitate the face to face sessions that begin and end the module
3. StratAlign will provide some support for the management and monitoring of the process
4. The Client will provide the venue for the facilitated sessions and peer learning opportunities.

5. The process to be followed is close to that illustrated in the diagram below. Adjustments can be made to suit the particular needs of the Client.
6. The actual design of the blend to be used in the learning process will be finalised with the client when the decision to proceed is made. This may affect the pricing below.
7. Each module will be facilitated over a period of four consecutive weeks as per the Module Delivery Process below.
8. Additional readings will be provided to participants for each tutorial.



It is estimated that the programme should require an average of 4 hours per week from each participant.

The tutorials will be provided to the participants online or in an electronic format with an action assignment attached to each.



The choice of the modules to be completed can be made in consultation with yourself based on the needs of the business.

## **CONTACT**

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