



Leadership Offerings Catalogue
2015/2016



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HEAD OFFICE: 669 Lobelia Street, Moreleta Park (Pretoria) 0040
EMAIL: training@saacosh.com / enquiry@saacosh.com
HEAD OFFICE TELEPHONE: +27 12 998 2602
WEBSITE: www.saacosh.com



Introduction

The "soft skills" of the past have become the "hard skills" of the 21st Century. Leadership - the ability to influence people and facilitate engagement - has become THE critical success factor at all levels and in all industries. As such the **role of leaders** has changed from the old "command-and-control" autocrats to that of skilled facilitators who are able to motivate, collaborate and engage people, while never losing sight of the vision or end goal.

About Our Leadership Programmes

While our core business is "Safety Culture Transformation" (visit our [website](#) for an extensive list of health and safety training and consulting services) Saacosh also provides professional leadership consulting, training and coaching at levels ranging from first-line supervisors to senior management and multinational executive leadership.

Core focuses in our leadership development programs include the neuroscience of leadership; culture and diversity management; change management; conflict management; strategic foresight; team development; employee motivation and engagement; and effective communication.

Our team of facilitators and consultants are able to provide an extensive range of skills, knowledge, experience and creativity to any project or entity. Our leadership consultants are all experts in their field and passionate about helping leaders to help create their futures of choice.

The Neuroscience of Leadership

All our training programs (masterclasses and workshops) incorporate the latest findings from **social neuroscience** and **positive psychology** with innovative leadership– and management– theory and practice. Each program focuses on specific skills and competencies globally recognised to be critical for individual, team and organizational success. In design our programs combine solid academic input, experiential learning and practical discovery structured in a proven formula.

All our programs are available as in-house events. For more information please [contact us](#) or visit our [website](#)...

"He who influences the thought of his times, influences all the times that follow. He has made his impress on eternity."
- Hypatia (370-415 BC)





List of Offerings

A more detailed description of each offering can be viewed by scrolling down to the following pages or by **clicking on the titles**. Please email us (training@saacosh.com) for more information.

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Applying the latest findings from brain research to help participants become more effective leaders and influencers...

Saacosh Masterclass MC-1: Lead with the Brain in Mind

DURATION: 2 Day face-to-face interaction **MAX ATTENDEES:** 15

This ground-breaking masterclass on the **neuroscience of leadership** equips participants to vastly improve their influence and impact as leaders in the 21st Century workplace. It combines the latest leadership theory and practice with new insight into the workings of the human brain, enabling participants to avoid typical leadership pitfalls and lead people in ways which are motivational, increases engagement and drives performance.

About this Event

Lead With the Brain in Mind starts by familiarizing participants with the external and internal challenges of working in a fast-paced world where traditional approaches to leadership and management are no longer effective. They are introduced to the emerging field of social neuroscience (neural processes which drives our social behaviour and thinking) and shown how key findings from this field apply to leadership practice.

Specific focuses include the role of leaders in the formation of group culture; how brain-minded leadership can enhance motivation and employee engagement; the importance of trust and empathy in facilitating collaboration; and the critical importance of mindful communication.

To help leaders apply what they discover in this masterclass, the results from the pre-event CAMPERS™ Employee Engagement Survey and their personal CARES™ Profile is integrated to provide specific pointers for leadership improvement. In structure the program integrates academic input, experiential learning and practical discovery.

Event Overview

BEFORE THE EVENT:

- Participant's direct reports complete the CAMPERS™ Employee Engagement Survey.

EVENT FRAMEWORK:

- How Change has Changed: The Challenges of Leadership in the 21st Century
 - From linear to exponential change.
 - The new VUCA environment.
- An Introduction to Social Neuroscience:
 - Three key principles: Threats and rewards, the social brain and neuroplasticity.
- Neuroleadership: Leading with the Brain in Mind
 - CARES Profile and Using the CARES model to maximize employee performance.
 - Integrating CARES Profile with CAMPERS Engagement results
- Towards Brain-Minded Interaction
 - The leader as a catalyst of group culture.
 - The leader as igniter of employee engagement and motivation.
 - The leader as facilitator of collaboration (decision-making, trust, empathy).
- Personal Action Plan.

Who Should Attend?

Executives (CEOs, CFOs, CIOs), managers, supervisors, directors, coaches, HR & OD practitioners, facilitators, sales reps, entrepreneurs, marketers, educators, aspiring leaders and anyone seeking to improve their ability to influence others and maximise their performance.

Expected Outcomes

This masterclass will help leaders to:

- ✓ understand the challenges of 21st Century leadership and how to overcome them;
- ✓ understand the primary driving forces of the brain in social situations (e.g. when leading people);
- ✓ understand and apply brain-based leadership influence to maximise performance;
- ✓ Improve their cross-cultural and diversity leadership skills; and
- ✓ improve their ability to manage stress, collaborate with others and work in teams.





Saacosh Masterclass

MC-2: Igniting Employee Engagement

DURATION: 1 Day face-to-face training **MAX ATTENDEES:** 15

As the internet and other communication technology drives constant change in the local and global arena, organizations need their employees to be actively engaged and motivated in order to succeed. This means that the role of leaders have changed irrevocably from the old "command-and-control" autocrats to that of skilled facilitators who are able to motivate, collaborate and engage people without losing sight of the vision or end goal.

About this Event

This masterclass helps established and emerging leaders understand the vital importance of employee engagement and motivation for success in any group or organization. An established model and results from recent studies are used to reveal the driving forces for motivation and engagement. Special attention is given to the importance of effective communication in the motivation process. As with all our programs this masterclass also incorporates scientific insight into the workings of the human brain and participants are guided to understand how this could be applied to improve motivation and engagement.

Event Overview

- Why We Need Engaged Employees
 - Globalization and its impact on the workplace.
 - The influence of engagement and motivation on performance.
 - The role of leaders in building engagement.
- Understanding Motivation and Engagement
 - An established model of motivation.
 - The neuroscience of motivation and engagement.
 - Motivating others and creating motivational environments.
- Communication and Engagement
 - Using a communication model to check understanding.
 - The medium and the message.
 - The art of listening and using questions.
- My Personal 'Next Step'.

Who Should Enroll?

Executives (CEOs, CFOs, CIOs), managers, supervisors, directors, coaches, HR & OD practitioners, facilitators, entrepreneurs, educators, aspiring leaders and anyone seeking to improve their ability to motivate others and improve employee engagement.

Event Format

- One day masterclass to gain insight, experience, analyze, develop skills and identify 'next step' outcomes.
- Ongoing support for participants via Skype, e-mail and social media (optional).

Expected Outcomes

The masterclass will help leaders to:

- ✓ understand the critical need for employee engagement;
- ✓ understand the principles and driving forces of engagement and motivation;
- ✓ identify and manage differences in what drives individual people;
- ✓ improve their leadership communication skills;
- ✓ develop strategies to deal with demotivated and disengaged employees; and
- ✓ build a motivational culture and create the conditions for success and pride in the workplace.





Saacosh Masterclass

MC-3: Building Cultural and Diversity Competence

DURATION: 1 Day face-to-face training **MAX ATTENDEES:** 15

In recent decades the world has become an inter-connected “global village” where diversity, variety and constant change have become the norm. In this new environment the role of leaders have changed from the old "command-and-control" autocrats to that of skilled facilitators who are able to motivate, collaborate and engage people for optimum results. To do so effectively, cross-cultural competency has become a key success factor.

About this Masterclass

This masterclass uses an established model to help participants understand culture and its influence in the workplace. It also provides participants with unique and revelational insight into the workings of the human brain when interacting in multicultural and other diverse environments. Participants are guided to recognize how this could be applied to improve their impact and effectiveness when working with individuals and groups from different backgrounds and orientations. The masterclass integrates academic input, experiential learning and practical discovery in a proven formula.

Event Overview

- Introduction: The difference between cultural stereotypes and cultural tendencies.
- Understanding culture:
 - Cultural lenses - seeing the world as we are and not as it is.
 - The six dimensions of culture.
 - The impact of culture.
- The Neuroscience of Diversity:
 - The social nature of our brain.
 - Our loyalty to ‘in-groups’ and uneasiness with ‘out-groups’.
 - Rewiring to create better connections.
- Doing Diversity Different:
 - Five strategies to deal with cultural differences.
 - Communicating in diversity.
- My Personal ‘Next Step’.

Who Should Enroll?

This masterclass is geared towards individuals at all levels of leadership and management who work in diverse environments and who want to identify, adapt and utilize cultural differences in order to maximize collaboration and improve overall effectiveness.

Event Format

- An optional pre-workshop online cultural profile assessment for each participant.
- One day masterclass to gain insight, experience, analyze, develop skills and identify ‘next step’ outcomes.
- Ongoing support for participants via Skype, e-mail and social media (optional) and sharing of resources.

Expected Outcomes

The masterclass will help participants to:

- ✓ understand the difference between cultural stereotypes and tendencies;
- ✓ understand culture and its impact in the workplace;
- ✓ understand how our attitude towards ‘in-groups’ and ‘out-groups’ are formed in the brain;
- ✓ apply an appropriate strategy to deal with cultural differences; and
- ✓ improve their overall cultural competency and diversity management skills.





Saacosh Masterclass

MC-4: Leading Change with the Brain in Mind

DURATION: 1 Day face-to-face training **MAX ATTENDEES:** 25

It is no secret that leaders are struggling to keep up in a world where change has become the only constant. As the rate of change is still increasing, leaders need to stay focused on pursuing their long-term goals, while at the same time dealing with the challenges of volatility, instability and uncertainty.

About this Masterclass

Leading Change with the Brain in Mind equips leaders to understand and effectively manage the effect of constant change on themselves and the people they lead. Participants are helped to understand the drivers of change (internal, organizational, local, national and global) and how this requires new skills and approaches in leadership. This masterclass also provides participants with unique and revelational insight into the workings of the human brain when faced with constant change and how this could be applied to be more effective in dealing with the impact of change on themselves and others. The masterclass integrates academic input; experiential learning; and practical discovery in a proven formula.

Event Overview

- Introduction: The Changing World.
- Understanding change:
 - Drivers and domains of change.
 - Internal and external forces of change.
- Change Leadership:
 - The difference between leading and managing change.
 - The difference between change and transition.
 - Analyzing and leading a change process.
- The Neuroscience of Change:
 - The brain's automated response to change.
 - Leading change with the brain in mind.
 - Brain-friendly change communication.
- My Personal 'Next Step'.

Who Should Enroll?

This masterclass is ideal for individuals at all levels of leadership and management who want to improve their ability to deal with the effects of constant change as well as their ability to lead others in an ever-changing environment.

Event Format

- One day masterclass to gain insight, experience, develop skills and identify 'next step' outcomes.
- Ongoing support for participants via Skype, e-mail and social media (optional) and sharing of resources.

Expected Outcomes

The masterclass will help participants to:

- ✓ understand the effect and implications of constant change;
- ✓ understand the internal and external drivers and domains of change;
- ✓ understand the difference between change management and change leadership;
- ✓ learn about the human brain's natural response to change and how to manage this in themselves and in others;
- ✓ learn the basics of brain-friendly change leadership; and
- ✓ improve their overall change leadership competence.





Saacosh Workshops

The content and focus of our workshops can be adapted to address your team's specific needs and requirements.

WS-1: Leading in the 21st Century Workplace

1 Day / Maximum 25 Participants

Leading in 21st Century Workplace is an introduction to the essentials of effective leadership and focuses on critical leadership skills and capabilities. It combines the latest leadership– and management–theory with unique scientific insight from social neuroscience. Topics covered include the changed role of leaders; the neuroscience of leadership; understanding and choosing between different leadership styles; effective leader communication and the importance of trust and collaboration in teams.

Expected Outcomes

The workshop will help participants to:

- understand the challenges of 21st Century leadership;
- understand the differences between leadership and management;
- align individual and team tasks, goals, mission and vision;
- choose between different leadership styles; and
- apply the basics of [neuroleadership](#) to build trust and improve collaboration in teams.

WS-2: Creative Conflict Management

1 Day / Maximum 25 Participants

Creative Conflict Management equips leaders and managers to deal with conflict in a constructive manner. Integrating emerging knowledge on how our brains respond to conflict, the workshop helps participants to understand the positive potential of conflict; identify their own natural conflict management style; appreciate the role of individual personalities; use an established model and process to manage conflict in a constructive manner; and understand the importance of Emotional Intelligence (EQ).

Expected Outcomes

The workshop will help participants to:

- understand that conflict in itself is neither negative nor positive;
- understand and choose between conflict management styles;
- analyze and assess a conflict situation;
- manage the impact of culture during a conflict; and
- resolve conflict constructively.

WS-3: Decision Making and Creativity

1 Day / Maximum 25 Participants

Decision Making and Creativity equips decision makers at all levels to understand decision-making processes and to harness this insight to enable more effective and creative decision-making. The workshop incorporates established decision-making strategies and practice with new insight from neuroscientific research. Topics covered include the neuroscience of decisions; individual decision-making preferences; decision-making pitfalls; and facilitating collaborative decision-making.

Expected Outcomes

The workshop will help participants to:

- understand how we make decisions (including the neuroscience of decisions);
- avoid common decision-making pitfalls;
- facilitate collaborative decision-making in teams and groups; and
- use problem solving tools and processes for more creative decisions.





Saacosh Workshops (CONTINUED)

WS-4: Effective Leader Communication

1 Day / Maximum 25 Participants

Effective Leader Communication is without doubt the lifeblood of any successful group or organization. This workshop equips participants to communicate more effectively in order to create clarity and increase their leadership influence. Topics covered include the implications of information overload; using the most effective medium; a communication model and process; different communication styles; the neuroscience of communication; communication during change; and communicating during a crisis. OPTIONAL: Group/Team/Organizational pre-workshop *Communication Satisfaction Survey*.

Expected Outcomes

The workshop will help participants to:

- understand the dynamics and importance of effective communication;
- understand and choose between different communication styles;
- use the most appropriate communication medium;
- communicate effectively during change; and
- apply the principles of brain-friendly communication to maximize performance.

WS-5: Leading High Performance Teams

1 or 2 Days / Maximum 25 Participants

High Performance Teams helps current and developing leaders understand the key success factors for team performance and equips them to apply this understanding in the workplace. As such it incorporates current knowledge and evidence about teamwork and performance with new scientific findings about human group interaction and functioning. Participants are encouraged to assess their own team behaviour and to develop the skills and mindsets required for excellence in empowered teams.

Expected Outcomes

The workshop will help participants to:

- understand the potential value of teamwork in the 21st Century workplace;
- understand the dynamics and characteristics of high-performance teams;
- manage the role of individual personalities and roles in teams;
- facilitate collaboration in teams; and
- apply the basics of neuroleadership to build trust in teams.

WS-6: Building Strengths-Based Teams

1 or 2 Days / Maximum 25 Participants

This workshop is aimed at helping teams of all sizes make the shift from ineffective weakness-fixing into strengths-based units, which have been scientifically proven to improve productivity; improve employee engagement; and muster mutual understanding and commitment to the team's vision and goals. The [Gallup StrengthsFinder™](#) pre-workshop assessment and coaching for all team members is mandatory for this results-orientated and highly effective team intervention.

Expected Outcomes

The workshop will help participants to:

- discover and develop their own unique strengths for more effective and fulfilling work;
- learn to appreciate and embrace the strengths of their team-mates and colleagues;
- increase team effectiveness and employee engagement by aligning strengths with goals; and
- lead and coach others to discover, develop and use their strengths.





Saacosh Workshops (CONTINUED)

WS-7: Mastering Time Management

1 Day / Maximum 25 Participants

Time is the ONLY resource that is distributed to everyone in equal measure, yet research shows as little as 10% of managers spend their time in a committed, purposeful, and reflective manner. *Mastering Time Management* helps participants to understand the critical importance of effective time management and guides them to identify their individual time management blind spots and how these can be turned around. The workshop also deals with priority setting, the fallacy of multitasking, overcoming bad time management habits and taking personal responsibility for effective time management.

Expected Outcomes

The workshop will help participants to:

- understand the benefits of effective time management on a personal and organizational level;
- identify individual bad habits that lead to poor time management;
- follow a neuroscience-based process to develop good time management habits;
- deal with information overload and constant interruptions; and
- create a personal action plan for more effective time management.

WS-8: Present with Impact

2 Days / Maximum 12 Participants

Being able to speak in public and deliver powerful presentations is crucial for just about any career. *Present With Impact* equips participants to experience the joy and fulfilment of being able to present with confidence and impact. Our established and proven workshop content and design (following a step-by-step process to plan, design and deliver high-impact presentations and speeches) is augmented by helping participants understand the **neuroscience of presenting** - providing unique insights from brain science studies that presenters can harness to their advantage.

Expected Outcomes

The workshop will help participants to:

- follow a 4-step process to **plan and design** presentations;
- align their **content and style** with their target audience;
- use colour, graphics and language to create **lasting impressions**;
- **interact with the audience** in an engaging manner; and
- understand and harness the neuroscience of presenting.

TESTIMONIES:
Click here to see
what previous
participants said...



WS-9: Facilitating Brain-Friendly Meetings

1 Day / Maximum 25 Participants

A practical workshop which helps meeting facilitators at all levels do so more effectively. Participants are provided with a process to plan and facilitate effective meetings while new perspectives from neuroscience help them understand how leader behaviour can either enhance or undermine the effectiveness of meetings.

WS-10: Introduction to Social Media Engagement

1 Day / Maximum 12 Participants

Social media is completely transforming the way companies interact with existing and potential clients. This workshop starts with the basics of social media usage and helps participants to “take it to the next level”. It includes the design and assessment of a pre-workshop Social Media Strategy, social media best practice, and step-by-step coaching in the use of the social media platform(s) of your choice.





Saacosh Coaching

A study in the United States showed that while a training intervention with managers increased their productivity by an average of 22%, adding a one-to-one (8-week) coaching intervention after the training pushed productivity up to 88%.

Fixing Weaknesses Does Not Work

Probably the single most common reason why individuals, teams and companies struggle to reach their full potential is the fallacy that in order to be successful you need to fix your weaknesses.

The futility of this approach has been revealed by more than 40 years of [research](#) by the Gallup Organization, which included millions of people around the globe. This research [proves conclusively](#) that the best-led organizations know that the most direct path to individual, team, and organizational improvement begins with an investment in their employees' talents. The key to success is not to focus on improving weaknesses, but to discover what's naturally "right" with people, and then build on that.

Strengths Coaching

Supported by this overwhelming evidence and our own experience, Saacosh follows a strengths-based approach to coaching.

The coaching journey typically starts with individuals completing the online [Gallup StrengthsFinder™](#) assessment (in some cases we also include other psychometric evaluations) followed by one-on-one coaching (face-to-face or via Skype) by an accredited StrengthsFinder coach.



Coaching for Individuals, Teams and Organizations

Saacosh offers coaching to individuals (including executive coaching), teams and entire organizations. Individual coaching can be arranged with us directly. Team coaching follows a process starting with coaching of individual team members followed by team sessions where team members are helped to understand team strengths and how the strengths of individual members can be aligned with team roles and work.

Through our association with coaches affiliated to the Strengths Institute we have the capacity to offer one-on-one coaching to entire organizations over a relative short period.

STRENGTHS FINDER 2.0
EMAIL US NOW TO BOOK OR FOR MORE INFORMATION ▶





HEAD OFFICE: 669 Lobelia Street, Moreleta Park (Pretoria) 0040
EMAIL: training@saacosh.com / enquiry@saacosh.com
HEAD OFFICE TELEPHONE: +27 12 998 2602
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- EMAIL: training@saacosh.com / enquiry@saacosh.com
- HEAD OFFICE TELEPHONE: +27 12 998 2602
- STAND-BY MOBILE: +27 82 925 4125
- WEBSITE: www.saacosh.com
- BLOG: <http://strategicleaders.wordpress.com/>
- LINKEDIN: [Safety Culture Transformation](#) Group
- TWITTER: [@Saacosh](#) | [@Neuroinfluence](#)

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