

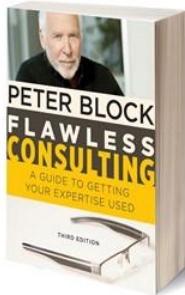











PUBLIC WORKSHOPS



Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
  a Peter Block company Flawless Consulting	<p>Flawless Consulting 1: Contracting for Leaders Increase Your Impact and Influence (Two Day Workshop)</p> <p>Anyone in a leadership role from all sectors of society</p> <p><i>The Flawless Consulting 1: Contracting training course is SABPP*-accredited and carries 4 CPD points.</i> <i>*The SA Board for People Practices (SABPP) is the Learning and Quality Assurance (LQA) body for HR in South Africa.</i></p> <p>Flawless Consulting is a powerful leadership development tool, providing delegates with the opportunities to learn the many skills required to capably build strong, influential relationships and to lead others.</p> <p>Through participation in this workshop, leaders become more conscious of the impact they have on others and subsequently, of their own leadership style. It is an opportunity to challenge thinking and engage differently as a leader and to shift mind-set to serve as a leader, in order to unlock the ingenuity and creativity of those around them, resulting in engaged employees/team members.</p> <p>In Flawless Consulting: Contracting, you will learn:</p> <ul style="list-style-type: none"> • The skills of relationship-building and influencing others • To work in a trusting partnership role with clients / colleagues • To develop commitment from your clients / colleagues through skilled contracting • The ability to assertively express your needs for a successful partnership • To define roles and clarify expectations; clearly defining deliverables • To identify and manage various resistance styles while consolidating relationships • To negotiate more effective and enduring agreements with clients/ colleagues to avoid no-win situations 	<p>Johannesburg 27 & 28 February 2018 28 & 29 May 2018 12 & 13 June 2018 14 & 15 June 2018</p> <p>Cape Town 6 & 7 March 2018 18 & 19 April 2018 15 & 16 May 2018 6 & 7 June 2018</p> <p>Polokwane 7 & 8 March 2018</p> <p>Pretoria 3 & 4 May 2018 28 & 29 May 2018</p> <p>Durban 15 & 16 May 2018</p> <p>Uppington 30 & 31 May 2018</p> <p>Port Elizabeth 5 & 6 June 2018 (08:30 – 17:00)</p>	<p>R8,850.00 Excl VAT Corporates</p> <p>R4,425.00 Excl VAT NPOs</p>  <p><i>Every participant must have a copy of the "Flawless Consulting" textbook that is available from us or on-line (book price not included in workshop price).</i></p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact johleen@symphonia.net</p>



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  <p>Flawless Consulting</p>	<p>Flawless Consulting 1: Contracting for Consultants Increase Your Impact and Influence (Two Day Workshop)</p> <p>Anyone in a consulting /support role eg. HR, IT, L&D, Finance etc</p> <p><i>The Flawless Consulting 1: Contracting training course is SABPP*-accredited and carries 4 CPD points. *The SA Board for People Practices (SABPP) is the Learning and Quality Assurance (LQA) body for HR in South Africa.</i></p> <p>Flawless Consulting is ideal for people in support areas, people who have high levels of skills to offer and little direct control. FC1 offers strong consulting skills to each participant.</p> <p>By building positive, trusting relationships with clients, you will effectively be able to lead/influence them and be seen as a partner (rather than a pair of hands to get the work done).</p> <p>These workshops focus on developing your skills as a consultant as well as developing yourself as a <u>leader</u> of self and others (eg. appropriate assertiveness and collaboration).</p> <p>In Flawless Consulting: Contracting, you will learn:</p> <ul style="list-style-type: none"> • The skills of relationship-building and influencing others • To work in a trusting partnership role with clients / colleagues • To develop commitment from your clients / colleagues through skilled contracting • The ability to assertively express your needs for a successful partnership • To define roles and clarify expectations; clearly defining deliverables • To identify and manage various resistance styles while consolidating relationships • To negotiate more effective and enduring agreements with clients/ colleagues to avoid no-win situations 	<p>Durban 15 & 16 March 2018</p> <p>Cape Town 7 & 8 May 2018 6 & 7 November 2018</p> <p>Johannesburg 4 & 5 June 2018 30 & 31 October 2018</p> <p>(08:30 – 17:00)</p>	<p>R8,850.00 Excl VAT Corporates</p> <p>R4,425.00 Excl VAT NPOs</p>  <p><i>Every participant must have a copy of the "Flawless Consulting" textbook that is available from us or on-line (book price not included in workshop price).</i></p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact johleen@symphonia.net</p>


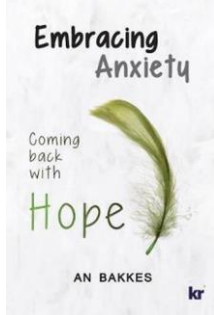
Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Women in Leadership</p>	<p>Women in Leadership Breakfast Inspire, Equip, Support</p> <p>Symphonia Leadership Development invites you to join us to celebrate, inspire, equip and support women in leadership over breakfast. Three amazing speakers per event will be sharing their stories of growth and wisdom. Join us to experience a morning dedicated to women in support of women.</p> <p>Themes:</p> <ul style="list-style-type: none"> • May Gender Equality: Are we making progress? • August The Qualities that Women bring to Leadership • November The Power of No: Defining Your Impact as a Leader <p><i>Great prizes to be won!</i></p> <ul style="list-style-type: none"> • <i>Including a Spa & Spur voucher and a book by Brené Brown</i> 	<p>Cape Town 11 May 2018 3 August 2018 16 November 2018</p> <p>Johannesburg 18 May 2018 17 August 2018 23 November 2018</p> <p>(09:00 – 12:00)</p>	<p>R490.00 Excl VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>
 <p>Alexia Cox</p>	<p>HR – The New Boss in Town Leading the Way by Planning for the Future (One Day Workshop)</p> <p>As technology changes the way we work, live and communicate, HR is being forced to reassess the way it operates. To make the people-impact it needs to, future thinking and strategic planning are two core skills that are necessary for the future.</p> <p>This one day workshop covers:</p> <ul style="list-style-type: none"> • Future and strategic planning tips and tricks • Learn how to simplify and declutter HR • Reduce HR costs • Learn to be bold 	<p>Cape Town 6 March 2018</p> <p>Johannesburg 9 March 2018</p> <p>(09:00 – 17:00)</p>	<p>R2,750.00 Excl VAT Corporates</p> <p>R1,650.00 Excl VAT NPOs</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>

Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Mavis Ureke</p>	<p>Breakfast with Mavis Ureke Self-Leadership for Women</p> <p>There has never been a greater time for women to succeed as leaders than now.</p> <p>Today as women we realise that authentic power means having choices and control over one's life. However, despite the opportunities available for women, they often battle with the conditioning of who they are expected to be and who they actually can be and as a result many have untapped potential as leaders. Self-leadership becomes the first level of leadership to become an effective leader, women have to first lead self to personal and organisational success.</p> <p>In this transformational session we will address how women can leverage and maximise these qualities of self-leadership:</p> <ul style="list-style-type: none"> ● Self-awareness ● Self-motivation ● Goal directed ● Positive mental attitude ● Emotional maturity ● Servant leadership 	<p>Johannesburg 23 March 2018</p> <p>Cape Town 7 September 2018 (08:30 – 10:30)</p>	<p>R490.00 Excl VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact kym@symphonia.net</p>
 <p>Hanrie Fridjhon</p>	<p>Creative Conflict Conflict is an opportunity to build stronger relationships and greater understanding (Half Day Workshop)</p> <p>We struggle with stress, boundaries...life and really need practical tools to help us to cope with difficult conversations. We are all so different and there are very real reasons why we do not always get along, or are misunderstood, which brings with it conflict.</p> <p>Creative Conflict is a comprehensive half day workshop that includes, amongst other things:</p> <ul style="list-style-type: none"> ● Understanding the difference between communication and conflict. ● Why certain people “push your buttons”. ● How can our “blind spots” in our personalities activate conflict. ● Tools to neutralise a potential conflict situation. <p>Creative Conflict is aimed at anyone who wants to understand the roots of conflict and how to handle it better.</p>	<p>Cape Town 12 April 2018 (08:30 – 12:30)</p>	<p>R1,350.00 Excl VAT Corporates</p> <p>R950.00 Excl VAT NPOs</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>

Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>An Bakkes</p>	<p>Breakfast with An Bakkes The Business of Agile</p> <p>In today's world of work, Agile is often seen as either a Silver Bullet that is used to create business and IT problems, or a swear word that needs to be avoided at all cost. Yet, one of the reasons Agile came to life, is to be able to respond predictably and quickly to ever changing business and IT needs.</p> <p>Agile is the way of the future and is here to stay. It is important to know how Agile can form a part of your business and IT journey in a way that enables your team, unit and business to respond to change quickly and effectively.</p> <p>In doing so, there are a few hot topics that needs exploring:</p> <ul style="list-style-type: none"> ● Agile being vs Agile doing ● Agile and culture ● The impact of Agile on team composition, delivery and motivation ● How Agile helps us to respond, infuse and create change in our environments ● Why Agile can cause anxiety and resistance 	<p>Cape Town 20 April 2018 (08:30 – 10:30)</p>	<p>R490.00 Excl VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact kym@symphonia.net</p>
 <p>Lele Mehlomakulu</p>	<p>The Daring Way™ Show Up. Be Seen. Live Brave™ (One Day Workshop)</p> <p>The one day workshop will give participants valuable insights into a journey of authenticity, courage and connection and is based on Dr Brené Brown's research findings and how to apply them into your day-to-day life.</p> <p>Participating in this workshop will help employees increase profits through peak performance, bold decisions making, increase productivity, as well as improved creativity and innovation.</p> <p>Deepen your relationships - Cultivate intimacy and connection - Develop courage and embrace your vulnerability - Let go of fears that hold you back - Drop the need for perfectionism - Demonstrate, stillness and creativity - Embrace the power of your own life story.</p>	<p>Cape Town 25 April 2018 (09:00 – 17:00)</p>	<p>R3,049.00 Excl VAT Corporates</p> <p>R2,400.00 Excl VAT NPOs</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>



Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Lynn Andriés</p>	<p>Neuro-Wise Leadership A new lens on trust, passion and performance (Half Day Workshop)</p> <p>This half day workshop will provide you with fresh and valuable perspectives on how trust can accelerate respect, results and reputation. High Trust = High Profit.</p> <p>Dramatically improve your personal, your team and your organisational success.</p> <p>Delegates will leave this half day workshop equipped with a neuro-savvy approach to engaging others and planting the seeds of a trust-based culture.</p>	<p>Johannesburg 22 May 2018</p> <p>Cape Town 25 May 2018 (08:30 – 12:30)</p>	<p>R1,350.00 Excl VAT Corporates</p> <p>R950.00 Excl VAT NPOs</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>
 <p>Tracey Swanepoel</p>	<p>Breakfast with Tracey Swanepoel Escaping the Leadership Riptide: 4 Ways to Lead Differently</p> <p>Sadly, for many of us, work is little more than a four-letter word. According to Gallup, 87% of employees worldwide are disengaged ... which means that they see work as a necessary evil, a life sentence, something to "one day be free from".</p> <p>This widespread and growing disillusionment with the world of work is a crisis that manifests practically as poor safety, lack of productivity, cost overruns, absenteeism and unrealistic wage demands. These are all issues plaguing boardrooms.</p> <p>Aren't leaders meant to create workplaces in which passion, ingenuity and imagination run riot? Where engagement levels hit all-time highs?</p> <p>To do this, leaders at all levels need to lead differently. Need to actually DO things differently. As Mintzberg said <i>"Leadership, like swimming can't be learned by reading about it."</i></p> <p>In this inspirational and practical session, we will discuss 4 ways in which leaders need to lead differently:</p> <ul style="list-style-type: none"> ● Selling the dream ● Listening ● Visual storytelling ● Focusing on strengths 	<p>Johannesburg 13 July 2018 (08:30 – 10:30)</p>	<p>R490.00 Excl VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact kym@symphonia.net</p>



Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Clive Howe</p>	<p>Strategic Planning Made Simple Produce a powerful yet simple Strategic Plan and know how to implement it (One Day Workshop)</p> <p>This one day workshop will provide valuable insight on how to develop, execute and implement a simple one-page strategic plan that may be easily performance managed.</p> <p>Many organisations have very complex strategies and there is frequently a gap between the strategy and the operational implementation of it. The ec@ps process, developed in 1999, addresses this gap. People have found that they relate well to the efficiency of the one page process. The plan is then executed through an on-line performance management system. Time is spent during the day, creating the filters to ensure that they cover and align with all aspects of the organisation/division that the strategy is being designed for.</p> <p>More than 200 organisations in Africa, UK, Europe and Australia, have adopted or used the model and the performance management tool and this number is rising quickly.</p>	<p>Johannesburg 14 August 2018</p> <p>Cape Town 15 August 2018 (09:00 – 17:00)</p>	<p>R2,750.00 Excl VAT Corporates</p> <p>R1,650.00 Excl VAT NPOs</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>
 <p>Maryse Barak</p>	<p>Time To Think™ The quality of everything we do depends on the thinking we do first (One Day Workshop)</p> <p>The first act of leadership is to create a Thinking Environment. Every subsequent act of leadership gains quality from there.</p> <p>This one day workshop is based on the work of Nancy Kline. Participants will learn and practice every Building Block application of the Thinking Environment. There is much time given to developing each one's listening capability as an essential tool. This day offers a dynamic and dependable framework within which all team members can enhance their relationships with each other through communication of exceptional quality. The tools learned have immediate application for team members to use with their clients and within their organisations.</p> <p>All practice done during the workshop will focus on genuine real-time issues and challenges chosen by the team members themselves.</p>	<p>Johannesburg 12 September 2018</p> <p>Cape Town 13 September 2018 (09:00 – 17:00)</p>	<p>R3,315.00 Excl VAT Corporates</p> <p>R2,500.00 Excl VAT NPOs</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>


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 <p>An Bakkes</p>	<p>Embracing Anxiety Convert anxiety into fuel for creative solution-orientated thinking (One Day Workshop)</p> <p>Learn how to identify anxiety and pinpoint the various sources of stress, anxiety and fear in the workplace and in one's own personal life. This includes converting anxiety into fuel for creative, solution-orientated thinking.</p> <p>This one day workshop is an optimal, interactive experience during which you learn to:</p> <ul style="list-style-type: none"> • Lead with confidence during transformation and change • Stay motivated and productive while feeling stressed and facing deadlines • Navigate ambiguity and complexity in the workplace with confidence and emotional maturity • Develop the leadership competencies of clear communication and optimal, productive decision-making during stressful times 	<p>Johannesburg 28 August 2018 (09:00 – 17:00)</p>	<p>R3,315.00 Excl VAT Corporates</p> <p>R2,500.00 Excl VAT NPOs</p>  <p><i>Investment includes a copy of An's book, "Embracing Anxiety: Coming back with Hope".</i></p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>

IN-HOUSE WORKSHOPS

Speaker / Facilitator	Event Description	Duration	More Info
 <p>Alison du Toit</p>	<p>Flawless Consulting 2: Discovery & Feedback Increase Your Impact and Influence</p> <p><i>(Flawless Consulting 1: Contracting is a prerequisite for Flawless Consulting: Discovery & Feedback)</i></p> <p>This world-renowned two day workshop shows you how to develop feedback and decision support skills that increase your ability to have a strong, positive impact on your client's business results. You will learn how to provide real feedback, feedback in ways that builds the relationship, builds trust and advocates clients own self-discovery and self-sufficiency.</p>	2 days	For more information contact kym@symphonia.net
 <p>Alison du Toit</p>	<p>Choosing a Culture of Citizenship and Collaboration Driving organisational culture through employee engagement</p> <p>According to Gallup, only 35% of managers are engaged at work. If leaders are not fully engaged, they will find it difficult to inspire their teams. Leaders urgently need to grow their knowledge and understanding of engagement and the role they play in it.</p> <p>Engagement has a lasting positive impact on the performance, effectiveness and productivity of employees.</p> <p>This workshop focuses on understanding the role of organisational culture in employee engagement. It has been specifically designed to support culture change processes in organisations, enabling organisations to tap into the collective wisdom of their employees to maximise potential.</p>	1 day	For more information contact kym@symphonia.net

Speaker / Facilitator	Event Description	Duration	More Info
 <p>Lauren Davis</p>	<p>Conscious Leadership Integrating Neuroscience and Emotional Intelligence</p> <p>This workshop is aimed at anyone in a leadership position who is motivated to enhance their ability to build effective relationships, create a culture of cohesion and collaboration and to improve employee engagement.</p> <p>Participants will leave this experience with a deeper understanding of how our brains respond when we interact with others and how this knowledge can be applied to unleash potential, enhance engagement and optimise performance of the people they lead.</p>	<p>2.5 days</p>	<p>For more information contact kym@symphonia.net</p>
 <p>Rod Warner</p>	<p>Mental Strength Building perseverance and energy to enhance performance and relationships</p> <p>Mental strength training helps people understand their natural inclination of how they interpret positive and negative events in their lives. They learn alternative ways of interpreting events and ultimately how to create a different story of what happens in their lives. When they fail, they understand that failure is a necessary part of moving forward.</p> <p>In this one day workshop you will learn that mentally strong people have a significant competitive advantage in personal productivity and employment value.</p> <p>What will you walk away with...</p> <ul style="list-style-type: none"> • Tools to analyse how you interpret what happens in your life • A three step process to restructure your thoughts • Tools to control your reaction to strong emotions • A four step method of creating new, desirable habits • A plan to enhance high performance at work and home 	<p>1 day</p>	<p>For more information contact kym@symphonia.net</p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p>Rod Warner</p>	<p>Resilient Leadership Building personal and leadership resilience to implement uncomfortable change</p> <p>To be effective in today's challenging and constantly changing work environments, leaders need to be personally resilient and display this in their day-to-day dealings with their team; addressing team members' uncertainty/resistance, building trust and creating realistic positivity within teams. They need to be change management experts.</p> <p>Outcomes from this intensive two day workshop:</p> <ul style="list-style-type: none"> • Personally cope with stress caused by difficulties at work and home • Develop a personal plan to enhance your ability to bounce back from stress and adversity • Be able to assess your team's strategy-fitness via a questionnaire • A four step process to change negative thinking in your team • A four step process to deal with loudly negative people • Action plans to keep your team energised and engaged • A back-to work strategy to enhance your team's strategy-fitness 	<p>2 days</p>	<p>For more information contact kym@symphonia.net</p>
 <p>Lauren Davis</p>	<p>Surviving Workplace Bullying</p> <p>Workplace bullies come in different shapes and sizes: a boss who can be mean for no reason, a co-worker who steals our spotlight, a co-worker who takes credit for our work, a client that knows no boundaries. Whatever the form, the impact is severe, destructive and may fall on the spectrum of psychopathic behaviour.</p> <p>This one day workshop will cover the following:</p> <ul style="list-style-type: none"> • Understanding the dynamics of the workplace bully • The difference between leadership and bullying • Looking at the workplace culture as an enabler of bullying 	<p>1 day</p>	<p>For more information contact kym@symphonia.net</p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p>Patrick Kuwana</p>	<p>Transformational Leadership Co-creating a new culture of business effectiveness and performance</p> <p>Most organisations have mastered the art of developing strategy, but very few have managed to create the organisational culture to turn that strategy into results. Transformational Leadership designed to ensure that each person walks away with practical tools and an implementational framework will all empower them to deliver results through aligning organisational culture with business strategy.</p> <p>This two day workshop will not just answer the ‘what needs to be done’ question, but will give clear answers and a practical plan to the ‘how do we practically do it’.</p> <p>The goal is to unlock new sources of organisational growth and business profitability through the latent potential that is in its employees.</p>	<p>2 days</p>	<p>For more information contact kym@symphonia.net</p>