

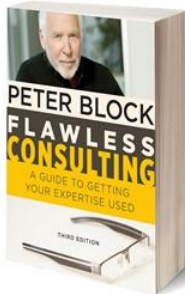








PUBLIC WORKSHOPS

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>SABPP-accredited, 4 CPD points.</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 1: 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 October 2018 <i>(sold out)</i></p> <p>Pretoria *23 & 24 October 2018 <i>(sold out)</i></p> <p>Cape Town 7 & 8 November 2018 12 & 13 November 2018</p> <p>Johannesburg 12 & 13 November 2018 (08:30 – 17:00)</p>	<p>R8 850 excl. VAT Corporates</p> <p>R4 425 excl. VAT NPOs</p>  <p>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).</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact johleen@symphonia.net</p>


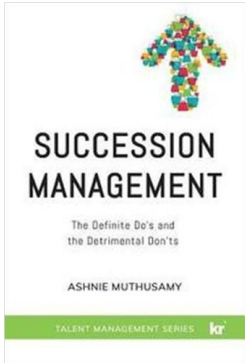
Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Flawless Consulting a Peter Block company</p>	<p>Flawless Consulting 1: Contracting for Consultants Increase Your Impact and Influence (Two Day Workshop)</p> <p>Anyone in a consulting /support role eg. HR, IT, L&D, Finance etc</p> <p>SABPP-accredited, 4 CPD points.</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 1: 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>Cape Town 6 & 7 November 2018</p> <p>Johannesburg 6 & 7 November 2018 (08:30 – 17:00)</p>	<p>R8 850 excl. VAT Corporates</p> <p>R4 425 excl. VAT NPOs</p>  <p>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).</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 (Three Hour Session)</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"> • 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 16 November 2018</p> <p>Johannesburg 23 November 2018</p> <p>(09:00 – 12:00)</p>	<p>R490 excl. VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>
 <p>Mavis Ureke</p>	<p>Breakfast with Mavis Ureke Self-Leadership for Women (Two Hour Session)</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 two hour transformational session we will address how women can leverage and maximise these qualities of self-leaderships:</p> <ul style="list-style-type: none"> • Self-awareness • Self-motivation • Goal directed • Positive mental attitude • Emotional maturity • Servant leadership 	<p>Cape Town 27 September 2018</p> <p>(08:30 – 10:30)</p>	<p>R490 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>Jackie Palmer</p>	<p>Breakfast with Jackie Palmer Values-Based Leadership: Culture + Strategy + Leadership = Organisational Success (Two Hour Session)</p> <p>Sustained success has to do with managing culture. Leaders shape culture and in turn drive engagement. Values-based leadership is the strategic process of aligning individual values with organisational values and goals to create shared value and direction.</p> <p>During this breakfast session, we will explore how values-based leadership can be used to align and develop leadership capabilities, drive culture and support the achievement of organisational goals and strategy.</p> <p>Values-Based Leadership can:</p> <ul style="list-style-type: none"> • Create a consistent leadership framework for all people and business decisions • Drive high performing culture • Enable leaders to have tough conversations that drive trust and engagement • Be used to shape the recruitment, on boarding and retention process • Create shared value and align values with the organisation’s purpose and goals • Begin the process of aligning core values and behaviours for organisational success <p>Attendees will have the opportunity to complete a free personal value assessment!</p>	<p>Cape Town 12 October 2018 (08:30 – 10:30)</p>	<p>R490 excl. VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact kym@symphonia.net</p>



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 <p>Ziyanda Masiza</p>	<p>Breakfast with Ziyanda Masiza De-mystifying Bias in the workplace (Two Hour Session)</p> <p>In the end, it is about building gender partnerships, so that we can remove gender bias from our organisation and think about ourselves as a leadership community - instead of male and female leaders.</p> <p>Aims:</p> <ul style="list-style-type: none"> • Assist women to take ownership of their presence in the workplace • Draw women into mindfulness about the 'bias' nature of the workplace and society • Enable women to carve their own leadership path based on their own realities • Enhance the collaborative nature and competitiveness of women for greater advancement and business growth • Empower female leaders with practical tools on resilience and confidence 	<p>Johannesburg 12 October 2018 (08:30 – 10:30)</p>	<p>R490 excl. VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact kym@symphonia.net</p>
 <p>Renate Scherrer</p>	<p>Breakfast with Renate Scherrer Exploring the Dark Side (Two Hour Session)</p> <p>The challenge of being an inspiring leader to progressively diverse, multi-generational and highly educated teams in increasingly virtual, digital and global organisations will relentlessly test the resilience and character of future leaders. In fact, the increased stress and complexity associated with this will probably leave countless leaders operating from their dark side on a regular basis.</p> <p>In an effort to understand and manage the potential manifestation and disastrous impact of toxic leadership, the following will be explored during this discussion:</p> <p>Dark Leadership:</p> <ul style="list-style-type: none"> • What is it? • How to deal with it? • Where do we typically find it? • When should we do something about it? • Who is at risk of displaying it? 	<p>Johannesburg 2 November 2018 (08:30 – 10:30)</p>	<p>R490 excl. VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact kym@symphonia.net</p>



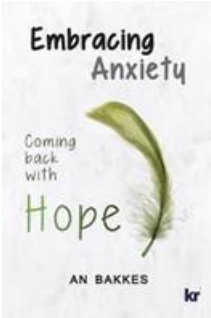
Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Desiree Paulsen</p>	<p>Breakfast with Desiree Paulsen Leading Diverse Teams: Organisational Transformation and the Millennial Leader (Two Hour Session)</p> <p>Desiree will provide a contextual picture of the key 'diversity, race, gender and transformation' issues that face organisations in South Africa at this point in its history.</p> <p>This session will focus on and introduce you to:</p> <ul style="list-style-type: none"> • Deepening your understanding of social justice and transformation in organisations • A systems thinking and living systems approach to working with transformation • The deeper dimensions and meanings of diversity - introduction to the terminology • Internalised dominance and internalised oppression • Emotional resilience and capacities needed to do the work • Courageous conversations as a methodology for working with race and diversity • Leadership approaches that allow organisations to do the deeper work • Taking action - how to initiate change and transformation in your organisation <p>A list of useful readings, resources and tools will be provided to assist in participating to broaden knowledge and deepen understanding on the topic.</p>	<p>Cape Town 9 November 2018 (08:30 – 10:30)</p>	<p>R490 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>Ashnie Muthusamy</p>	<p>Breakfast with Ashnie Muthusamy Live, Learn, Love, Leave a legacy in an authentic way (Two Hour Session)</p> <p>Women have inherent skills that differentiates our performance especially in the Fourth Industrial Revolution. It is time to harness our potential and let our excellence shine.</p> <p>In this session we will explore how women should nurture themselves holistically in all the life dimensions:</p> <ul style="list-style-type: none"> • Emotional • Environmentally • Financially • Mentally • Occupationally • Physical • Socially • Spiritually <p>We will also look at:</p> <ul style="list-style-type: none"> • Identifying your governing values • Living your authentic self • Discovering your life purpose • Building Relationships • Being open to opportunities • Managing the talent within 	<p>Johannesburg 29 November 2018 (08:30 – 10:30)</p>	<p>R490 excl. VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact kym@symphonia.net</p> <div data-bbox="1845 523 2089 887" style="border: 1px solid black; padding: 5px; text-align: center;">  <p>SUCCESSION MANAGEMENT</p> <p>The Definite Do's and the Detrimental Don'ts</p> <p>ASHNIE MUTHUSAMY</p> <p>TALENT MANAGEMENT SERIES kr</p> </div> <p><i>Delegates stand a chance to win a copy of Ashnie Muthusamy's book "Succession Management".</i></p>



Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Hanrie Fridjhon</p>	<p>Breakfast with Hanrie Fridjhon How to speak Millennial (Two Hour Session)</p> <p>Millennials have been widely studied, with numerous surveys highlighting ways in which they differ from older generations. Known also as the “high-maintenance” generation, they are the most high performing generation of our time.</p> <p>The values they bring:</p> <ul style="list-style-type: none"> • Diversity - Millennials see the world through a different moral lens • Entrepreneurship - Millennials are risk-takers, self-starters and experimenters • Community - Millennials need to feel connected and need authenticity of connection <p>Millennials are known for their technical curiosity; individuality and, most of all, their innovations in technological advancement. What can we learn from them, so that we are not left behind.</p> <p>What will be discussed:</p> <ul style="list-style-type: none"> • Who are the Millennials? • What can we learn from them? • Introduction to the second wave millennials – Generation Z 	<p>Cape Town 6 December 2018 (08:30 – 10:30)</p>	<p>R490 excl. VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact kym@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>Hanrie Fridjhon</p>	<p>Creative Conflict Conflict is an opportunity to build stronger relationships and greater understanding</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 one 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>1 day</p>	<p>For more information contact kym@symphonia.net</p>
 <p>An Bakkes</p>	<p>Embracing Anxiety Convert anxiety into fuel for creative solution-orientated thinking</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>1 day</p>	<p>For more information contact kym@symphonia.net</p>  <p><i>Investment includes a copy of An’s book, “Embracing Anxiety: Coming back with Hope”.</i></p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p>Alexia Cox</p>	<p>HR – The New Boss in Town Leading the Way by Planning for the Future</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 future thinking and strategic planning which 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>1 day</p>	<p>For more information contact kym@symphonia.net</p>
 <p>Clive Howe</p>	<p>Strategic Planning Made Simple Produce a powerful yet simple Strategic Plan and know how to implement it</p> <p>This two 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>Clive has developed ec@ps (Electronic Compass Aligned Performance System”, which is a web based performance management tool to monitor strategic performance and individual performance.</p> <p>More than 400 organisations have adopted or used the ec@ps model.</p>	<p>2 days</p>	<p>For more information contact kym@symphonia.net</p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p>Maryse Barak</p>	<p>Time To Think™ The quality of everything we do depends on the thinking we do first</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>1 day</p>	<p>For more information contact kym@symphonia.net</p>
 <p>Patrick Kuwana</p>	<p>Transformational Leadership Co-creating a new culture of business effectiveness and performance</p> <p>Transformational Leaders co-create the future they want to see in the organisation by building a culture that incubates and releases creativity, innovation and critical thinking. They co-create long term sustainable business and economic growth when they restore the Hierarchy of Value, which places the value of people above money and relationships ahead of transactions.</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'. 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>