

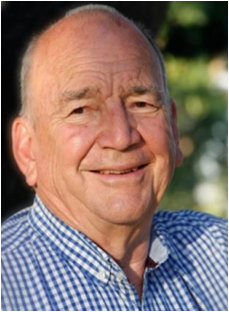





PUBLIC WORKSHOPS

Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>FLAWLESS CONSULTING</p>  <p>designedLearning a Peter Block company</p> <p>Flawless Consulting</p>	<p>Flawless Consulting 1: Contracting (Two Day Workshop)</p> <p>Being experienced as a trusted partner in any working relationship is critical to the success of the work being done. In this powerful two day experiential workshop, you will learn how to build collaborative partnerships and increase your ability to influence. Particularly valuable for those in centralised support functions such as IT, HR, Finance, Procurement as well as Management, Marketing, Sales, Customer Services, OD, L&D, Engineering etc.</p> <p>In this world-renowned workshop you will understand that being a true partner doesn't "just happen" any more than quality "just happens". It has to be learned. Valuing the relationship between you and your client / colleague / stakeholder and defining how to manage that relationship is where Flawless Consulting has found its niche.</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><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>Cape Town 20 & 21 September 2017 24 & 25 October 2017 21 & 22 November 2017</p> <p>Johannesburg 19 & 20 October 2017 <i>(sold out)</i> 1 & 2 November 2017 22 & 23 November 2017</p> <p>Durban 6 & 7 February 2018 (08:30 – 17:00)</p>	<p>R8,850.00 Excl VAT For-profit organisations</p> <p>R4,425.00 Excl VAT Not-for-profit organisations</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</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 2017 – Developing your personal brand • February 2018 – Self-care: Nourish to Flourish • May 2018 – Gender Equity: Are we making progress? • August 2018 – The Qualities that Women bring to Leadership • November 2018 – 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> • <i>Speaker prizes proudly sponsored by Miglio</i> 	<p>Cape Town 17 November 2017 16 February 2018 11 May 2018 3 August 2018 16 November 2018</p> <p>Johannesburg 24 November 2017 <i>(sold out)</i> 23 February 2018 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>An Bakkes</p>	<p>Embracing Anxiety (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 10 October 2017 (09:00 – 17:00)</p>	<p>R3,000.00 Excl VAT For-profit organisations</p> <p>R2,400.00 Excl VAT Not-for-profit organisations</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>



Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Colin Hall</p>	<p>Breakfast with Colin Hall (60 years of corporate experience in 60 minutes)</p> <p>While my memory is still reasonably reliable, I have had the privilege of looking back over a 60 year career in corporates, since starting as an official learner on a Gold Mine in 1956. Subsequent to that I have enjoyed being an aspirant lawyer, a brewer, a consultant, a professional director of a variety of companies, a shopkeeper and most of all, a teacher of human energy, the crucial ingredient of all human outcomes.</p> <p>The theme I have observed with interest over many years, is “planning”. This is the process that we do all day in various forms but which the corporate world does once or twice a year, usually at an expensive off-site breakaway. I have tracked the planning process and key components thereof over 6 decades and have distilled some key learning experiences from my own successes and failures.</p> <p>I will share my key wisdoms of what needs to change if a business wants to thrive rather than die in this Quantum World that Technology is revealing.</p> <ul style="list-style-type: none"> • What worked and what didn’t • What do we need to do differently 	<p>Cape Town 12 October 2017 (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>Lynn Andries</p>	<p>Neuro-Wise Leadership (Introductory Session)</p> <p>High trust companies are able to outperform their closest competitors by up to 288%.</p> <p>Most organisations however, find that building trust is elusive. People don’t know what trust is, or how to grow it. Recent findings on the brain present a fresh lens on this dilemma. We can specifically and directly improve interpersonal and organisational trust! We do after all, lead brain-to-brain.</p> <p>The two hour taster session provides fresh and valuable perspectives on how trust can accelerate respect, results, revenue and reputation.</p> <p>In this two hour introductory session you will gain an awareness of:</p> <ul style="list-style-type: none"> • The business case for trust and ethical leadership. • The impact of fear-based management on performance. • The brain’s perspective on trust, and what it takes to develop it. • How to engage people and profoundly enhance profitability. • Your brain’s influence on you. Bolster your career. 	<p>Cape Town 17 October 2017 (09:00 – 11:00)</p>	<p>R350.00 Excl VAT</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>Maryse Barak</p>	<p>Time To Think (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 18 October 2017</p> <p>Cape Town 19 October 2017 (09:00 – 17:00)</p>	<p>R3,070.00 Excl VAT For-profit organisations</p> <p>R2,300.00 Excl VAT Not-for-profit organisations</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 (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 1 November 2017</p> <p>Johannesburg 14 November 2017 (09:00 – 17:00)</p>	<p>R2,500.00 Excl VAT For-profit organisations</p> <p>R1,500.00 Excl VAT Not-for-profit organisations</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>Patrick Kuwana</p>	<p>Breakfast with Patrick Kuwana (Co-Creating: Disrupting the status quo)</p> <p>Co-creating the future by challenging the status quo is what has resulted in the exponential rise of organisations like Facebook, AirBnB and Uber. It is a critical component for success in this fast paced and ever-changing world.</p> <p>Challenging the status quo requires a certain mindset to think ‘way outside the box’ and take responsibility in the process of shaping the future and diligently pursuing it. This can be at a personal level, collectively as a team or as an organisation. Organisations that proactively build a culture of co-creation will lead the curve of success in their industries in South Africa in the next 5 to 10 years.</p> <p>This highly interactive talk takes participants through the Co-Creation process and challenges them to:</p> <ul style="list-style-type: none"> • Identify the status quo (box) that they find themselves in • Evaluate their current mindset towards the challenges that they face • Share basic tools to help them break out of restrictive thinking. 	<p>Johannesburg 3 November 2017 (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 Hill</p>	<p>Creative Conflict (One 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 one day workshop that includes, amongst other things:</p> <ul style="list-style-type: none"> • What is conflict and when does it occur? • When does co-dependency become conflict? • How to recognise it when people “press your buttons”? • Tools to handle conflict creatively and constructively. <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 7 November 2017 (09:00 – 17:00)</p>	<p>R2,500.00 Excl VAT For-profit organisations</p> <p>R1,500.00 Excl VAT Not-for-profit organisations</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 (Two Day Workshop)</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> <p><i>(Flawless Consulting: Contracting is a prerequisite for Flawless Consulting: Discovery & Feedback)</i></p>	<p>2 days</p>	<p>For more information contact kym@symphonia.net</p>
 <p>Alison du Toit</p>	<p>Choosing a Culture of Citizenship and Collaboration</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>	<p>1 day</p>	<p>For more information contact kym@symphonia.net</p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p data-bbox="197 571 322 593">Lauren Davis</p>	<p data-bbox="430 290 716 322">Conscious Leadership</p> <p data-bbox="430 338 1411 427">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 data-bbox="430 450 1429 539">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 data-bbox="1572 290 1657 312">2.5 days</p>	<p data-bbox="1765 290 2060 344">For more information contact kym@symphonia.net</p>
 <p data-bbox="197 906 322 928">Lauren Davis</p>	<p data-bbox="430 619 819 651">Surviving Workplace Bullying</p> <p data-bbox="430 673 1451 785">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 data-bbox="430 807 887 833">This half day workshop will cover the following:</p> <ul data-bbox="479 839 1084 928" 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 data-bbox="1585 619 1644 641">1 day</p>	<p data-bbox="1765 619 2060 673">For more information contact kym@symphonia.net</p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p>Rod Warner</p>	<p>Resilient Leadership</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>Lele Mehlomakulu</p>	<p>The Daring Way™</p> <p>The two hour introductory session will give participants valuable insights into what the full workshop will offer in terms of Dr Brené Brown's research findings and how to apply them into your day-to-day life.</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 compassion and empathy to deepen your connection to others - Increase your capacity to experience joy, contentment, stillness and creativity - Embrace the power of your own life story.</p>	<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</p> <p>The greatest potential for growth in an organisation lies in its ability to harness the collective intelligence of its people. That, combined with intentional transformational strategies to drive competitive advantage through the diversity of people will increase productivity, profitability and enjoyment of participation in work-life.</p> <p>The objective of the introductory session is to provide the participants with some basic practical tools to enable better relational intelligence in internal / external engagements and also to answer questions on any challenges relating to diversity and transformational thinking the audience might be facing.</p>	<p>1 day</p>	<p>For more information contact kym@symphonia.net</p>