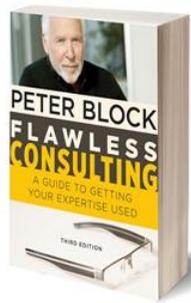


## PUBLIC WORKSHOPS

Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
  a Peter Block company Flawless Consulting	<p><b>Flawless Consulting 1: Contracting</b>                      Increase Your Impact and Influence  <b>(Two Day Workshop)</b></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>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&amp;D, Engineering etc.</p> <p>In this <b>world-renowned workshop</b> 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"> <li>• The skills of relationship-building and influencing others</li> <li>• To work in a trusting partnership role with clients / colleagues</li> <li>• To develop commitment from your clients / colleagues through skilled contracting</li> <li>• The ability to assertively express your needs for a successful partnership</li> <li>• To define roles and clarify expectations; clearly defining deliverables</li> <li>• To identify and manage various resistance styles while consolidating relationships</li> <li>• To negotiate more effective and enduring agreements with clients/ colleagues to avoid no-win situations</li> </ul>	<p><b>Cape Town</b>                      21 &amp; 22 November 2017                      20 &amp; 21 February 2018                      18 &amp; 19 April 2018                      15 &amp; 16 May 2018                      6 &amp; 7 June 2018</p> <p><b>Johannesburg</b>                      22 &amp; 23 November 2017                      14 &amp; 15 February 2018                      27 &amp; 28 February 2018                      24 &amp; 25 April 2018                      9 &amp; 10 May 2018                      28 &amp; 29 May 2018                      12 &amp; 13 June 2018</p> <p><b>Durban</b>                      13 &amp; 14 February 2018  <i>(sold out)</i></p> <p><b>Pretoria</b>                      3 &amp; 4 May 2018                      28 &amp; 29 May 2018</p> <p><b>Port Elizabeth</b>                      5 &amp; 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 <a href="#">click here</a>                      or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p> <p>For more information contact  <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p>

Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Women in Leadership</p>	<p><b>Women in Leadership Breakfast</b> 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><b>Themes:</b></p> <ul style="list-style-type: none"> <li>• February Self-care: Nourish to Flourish</li> <li>• May Gender Equity: Are we making progress?</li> <li>• August The Qualities that Women bring to Leadership</li> <li>• November The Power of No: Defining Your Impact as a Leader</li> </ul> <p><i>Great prizes to be won!</i></p> <ul style="list-style-type: none"> <li>• Including a Spa &amp; Spur voucher and a book by Brené Brown</li> </ul>	<p><b>Cape Town</b> 16 February 2018 11 May 2018 3 August 2018 16 November 2018</p> <p><b>Johannesburg</b> 23 February 2018 18 May 2018 17 August 2018 23 November 2018 (09:00 – 12:00)</p>	<p>R490.00 Excl VAT</p> <p>For bookings <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p> <p>For more information contact <a href="mailto:tasneem@symphonia.net">tasneem@symphonia.net</a></p>
 <p>Alexia Cox</p>	<p><b>HR – The New Boss in Town</b> 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, <b>future thinking</b> and <b>strategic planning</b> are two core skills that are necessary for the future.</p> <p>This <b>one day workshop</b> covers:</p> <ul style="list-style-type: none"> <li>• Future and strategic planning tips and tricks</li> <li>• Learn how to simplify and declutter HR</li> <li>• Reduce HR costs</li> <li>• Learn to be bold</li> </ul>	<p><b>Cape Town</b> 6 March 2018</p> <p><b>Johannesburg</b> 9 March 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 <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p> <p>For more information contact <a href="mailto:tasneem@symphonia.net">tasneem@symphonia.net</a></p>

Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Mavis Ureke</p>	<p><b>Breakfast with Mavis Ureke</b> <b>Self-Leadership for Women</b></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 in the 7 key areas of their lives:</p> <ul style="list-style-type: none"> <li>● Self-awareness</li> <li>● Self-motivation</li> <li>● Goal directed</li> <li>● Positive mental attitude</li> <li>● Emotional maturity</li> <li>● Servant leadership</li> </ul>	<p>Johannesburg 23 March 2018  (08:30 – 10:30)</p>	<p>R490.00 Excl VAT</p> <p>For bookings <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p> <p>For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>
 <p>Hanrie Hill</p>	<p><b>Creative Conflict</b> <b>Conflict is an opportunity to build stronger relationships and greater understanding</b> <b>(Half Day Workshop)</b></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 <b>half day workshop</b> that includes, amongst other things:</p> <ul style="list-style-type: none"> <li>● Understanding the difference between communication and conflict.</li> <li>● Why certain people “push your buttons”.</li> <li>● How can our “blind spots” in our personalities activate conflict.</li> <li>● Tools to neutralise a potential conflict situation.</li> </ul> <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 <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p> <p>For more information contact <a href="mailto:tasneem@symphonia.net">tasneem@symphonia.net</a></p>

Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Lele Mehlomakulu</p>	<p><b>The Daring Way™</b> <b>Show Up. Be Seen. Live Brave™</b> <b>(One Day Workshop)</b></p> <p>The <b>one day workshop</b> 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 <b>increase profits through peak performance, bold decisions making, increase productivity, as well as improved creativity and innovation.</b></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 <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p> <p>For more information contact <a href="mailto:tasneem@symphonia.net">tasneem@symphonia.net</a></p>
 <p>Lauren Davis</p>	<p><b>Surviving Workplace Bullying</b> <b>From being bullied to being bully proof</b> <b>(Half Day Workshop)</b></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 <b>half day workshop</b> will cover the following:</p> <ul style="list-style-type: none"> <li>• Understanding the dynamics of the workplace bully</li> <li>• The difference between leadership and bullying</li> <li>• Looking at the workplace culture as an enabler of bullying</li> </ul>	<p>Cape Town 1 June 2018 (08:30 – 12:30)</p>	<p>R1,350.00 Excl VAT Corporates</p> <p>R950.00 Excl VAT NPOs</p> <p>For bookings <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p> <p>For more information contact <a href="mailto:tasneem@symphonia.net">tasneem@symphonia.net</a></p>

Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
 <p>Clive Howe</p>	<p><b>Strategic Planning Made Simple</b> Produce a powerful yet simple Strategic Plan and know how to implement it <b>(One Day Workshop)</b></p> <p>This <b>one day workshop</b> 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 <b>strategy</b> and the operational <b>implementation</b> 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><b>Johannesburg</b> 14 August 2018</p> <p><b>Cape Town</b> 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 <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p> <p>For more information contact <a href="mailto:tasneem@symphonia.net">tasneem@symphonia.net</a></p>
 <p>Maryse Barak</p>	<p><b>Time To Think™</b> The quality of everything we do depends on the thinking we do first <b>(One Day Workshop)</b></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 <b>one day workshop</b> 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><b>Johannesburg</b> 12 September 2018</p> <p><b>Cape Town</b> 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 <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a></p> <p>For more information contact <a href="mailto:tasneem@symphonia.net">tasneem@symphonia.net</a></p>

## IN-HOUSE WORKSHOPS

Speaker / Facilitator	Event Description	Duration	More Info
 <p>Alison du Toit</p>	<p><b>Flawless Consulting 2: Discovery &amp; Feedback</b> Increase Your Impact and Influence</p> <p><i>(Flawless Consulting 1: Contracting is a prerequisite for Flawless Consulting: Discovery &amp; 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>	<p>2 days</p>	<p>For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>
 <p>Alison du Toit</p>	<p><b>Choosing a Culture of Citizenship and Collaboration</b> 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>	<p>1 day</p>	<p>For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p data-bbox="181 566 309 592">Lauren Davis</p>	<p data-bbox="416 288 1041 355"><b>Conscious Leadership</b> Integrating Neuroscience and Emotional Intelligence</p> <p data-bbox="416 375 1395 458">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="416 486 1413 569">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="1554 288 1641 311">2.5 days</p>	<p data-bbox="1753 288 2042 339">For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>
 <p data-bbox="192 1002 297 1027">Hanrie Hill</p>	<p data-bbox="416 619 1408 686"><b>Creative Conflict</b> Conflict is an opportunity to build stronger relationships and greater understanding</p> <p data-bbox="416 705 1429 788">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 data-bbox="416 823 1296 849">Creative Conflict is a comprehensive <b>one day workshop</b> that includes, amongst other things:</p> <ul data-bbox="465 855 1048 970" style="list-style-type: none"> <li>• What is conflict and when does it occur?</li> <li>• When does co-dependency become conflict?</li> <li>• How to recognise it when people “press your buttons”?</li> <li>• Tools to handle conflict creatively and constructively.</li> </ul> <p data-bbox="416 1005 1413 1056">Creative Conflict is aimed at anyone who wants to understand the roots of conflict and how to handle it better.</p>	<p data-bbox="1570 619 1630 641">1 day</p>	<p data-bbox="1753 619 2042 670">For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p>An Bakkes</p>	<p><b>Embracing Anxiety</b> <b>Convert Anxiety into fuel for creative solution-orientated thinking</b></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 <b>one day workshop</b> is an optimal, interactive experience during which you learn to:</p> <ul style="list-style-type: none"> <li>• Lead with confidence during transformation and change</li> <li>• Stay motivated and productive while feeling stressed and facing deadlines</li> <li>• Navigate ambiguity and complexity in the workplace with confidence and emotional maturity</li> <li>• Develop the leadership competencies of clear communication and optimal, productive decision-making during stressful times</li> </ul>	<p>1 day</p>	<p>For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>
 <p>Rod Warner</p>	<p><b>Mental Strength</b> <b>Building perseverance and energy to enhance performance and relationships</b></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 <b>one day workshop</b> 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"> <li>• Tools to analyse how you interpret what happens in your life</li> <li>• A three step process to restructure your thoughts</li> <li>• Tools to control your reaction to strong emotions</li> <li>• A four step method of creating new, desirable habits</li> <li>• A plan to enhance high performance at work and home</li> </ul>	<p>1 day</p>	<p>For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p>Lynn Andriés</p>	<p><b>Neuro-Wise Leadership</b> A new lens on trust, passion and performance</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. The workshop provides fresh and valuable perspectives on how trust can accelerate respect, results, revenue and reputation.</p> <p>You will gain an awareness of:</p> <ul style="list-style-type: none"> <li>• The business case for trust and ethical leadership</li> <li>• The impact of fear-based management on performance</li> <li>• The brain's perspective on trust, and what it takes to develop it</li> <li>• Wow to engage people and profoundly enhance profitability</li> <li>• Your brain's influence on you. Bolster your career</li> </ul>	<p>1 day</p>	<p>For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>
 <p>Rod Warner</p>	<p><b>Resilient Leadership</b> 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 <b>two day workshop</b>:</p> <ul style="list-style-type: none"> <li>• Personally cope with stress caused by difficulties at work and home</li> <li>• Develop a personal plan to enhance your ability to bounce back from stress and adversity</li> <li>• Be able to assess your team's strategy-fitness via a questionnaire</li> <li>• A four step process to change negative thinking in your team</li> <li>• A four step process to deal with loudly negative people</li> <li>• Action plans to keep your team energised and engaged</li> <li>• A back-to work strategy to enhance your team's strategy-fitness</li> </ul>	<p>2 days</p>	<p>For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>

Speaker / Facilitator	Event Description	Duration	More Info
 <p data-bbox="188 564 315 587">Lauren Davis</p>	<p data-bbox="414 288 801 320"><b>Surviving Workplace Bullying</b></p> <p data-bbox="414 339 1435 451">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="414 475 869 499">This <b>half day workshop</b> will cover the following:</p> <ul data-bbox="465 507 1066 592" style="list-style-type: none"> <li>• Understanding the dynamics of the workplace bully</li> <li>• The difference between leadership and bullying</li> <li>• Looking at the workplace culture as an enabler of bullying</li> </ul>	<p data-bbox="1570 288 1630 312">1 day</p>	<p data-bbox="1753 288 2045 339">For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>
 <p data-bbox="170 979 320 1002">Patrick Kuwana</p>	<p data-bbox="414 616 1238 683"><b>Transformational Leadership</b> Co-creating a new culture of business effectiveness and performance</p> <p data-bbox="414 703 1413 815">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 data-bbox="414 850 1373 901">This <b>two day workshop</b> 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 data-bbox="414 938 1413 989">The goal is to unlock new sources of organisational growth and business profitability through the latent potential that is in its employees.</p>	<p data-bbox="1570 616 1630 639">2 days</p>	<p data-bbox="1753 616 2045 667">For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></p>