










PUBLIC WORKSHOPS



Speaker / Facilitator	Event Description	Location / Date / Time	Investment / Registration / More Info
  a Peter Block company Flawless Consulting	<p>Flawless Consulting: 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.</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>Johannesburg 24 & 25 May 2017 <i>(sold out)</i> 19 & 20 July 2017 2 & 3 August 2017 30 & 31 August 2017 19 & 20 October 2017 1 & 2 November 2017 22 & 23 November 2017</p> <p>Cape Town 30 & 31 May 2017 <i>(1 seat available)</i> 8 & 9 June 2017 <i>(sold out)</i> 23 & 24 August 2017 20 & 21 September 2017 24 & 25 October 2017 30 & 31 October 2017 28 & 29 November 2017</p> <p>Port Elizabeth 6 & 7 June 2017 <i>(sold out)</i> 20 & 21 June 2017 <i>(sold out)</i></p> <p><i>Continue... pg2</i></p>	<p>Individuals from for-profit organisations: R8,850.00 Excl VAT</p> <p>Individuals from not-for-profit organisations: R4,425.00 Excl VAT</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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  a Peter Block company Flawless Consulting	<p>Flawless Consulting: 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><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>Pretoria 12 & 13 June 2017 <i>(sold out)</i></p> <p>8 & 9 November 2017</p> <p>Durban 23 & 24 August 2017</p> <p>Nelspruit 6 & 7 September 2017 (08:30 – 17:00)</p>	<p>Individuals from for-profit organisations: R8,850.00 Excl VAT</p> <p>Individuals from not-for-profit organisations: R4,425.00 Excl VAT</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>
 Alison du Toit	<p>Flawless Consulting: 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>Cape Town 29 & 30 August 2017 <i>(sold out)</i></p> <p>Johannesburg 12 & 13 September 2017 (08:30 – 17:00)</p>	<p>Individuals from for-profit organisations: R8,850.00 Excl VAT</p> <p>Individuals from not-for-profit organisations: R4,425.00 Excl VAT</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>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"> • August – Fail Fast: Maximise your Learning • November – Developing your personal brand <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 4 August 2017 17 November 2017</p> <p>Johannesburg 11 August 2017 24 November 2017</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>Rod Warner</p>	<p>Resilient Leadership (Two Day Workshop)</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>Johannesburg 29 & 30 May 2017</p> <p>Cape Town 5 & 6 June 2017</p> <p>(08:30 – 17:00)</p>	<p>Individuals from for-profit organisations: R4,900.00 Excl VAT</p> <p>Individuals from not-for-profit organisations: R3,800.00 Excl VAT</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>Lauren Davis</p>	<p>Surviving Workplace Bullying (Half Day Workshop)</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 half 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>Cape Town 30 May 2017 (09:00 – 12:30)</p>	<p>Individuals from for-profit organisations: R1,100.00 Excl VAT</p> <p>Individuals from not-for-profit organisations: R750.00 Excl VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact tasneem@symphonia.net</p>
 <p>Rod Warner</p>	<p>Mental Strength (One Day Workshop)</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>Johannesburg 31 May 2017</p> <p>Cape Town 7 June 2017 (08:30 – 17:00)</p>	<p>Individuals from for-profit organisations: R2,500.00 Excl VAT</p> <p>Individuals from not-for-profit organisations: R1,500.00 Excl VAT</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>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 8 June 2017</p> <p>Cape Town 29 June 2017 (09:00 – 17:00)</p>	<p>Individuals from for-profit organisations: R3,070.00 Excl VAT</p> <p>Individuals from not-for-profit organisations: R2,300.00 Excl VAT</p> <p>For bookings click here or contact johleen@symphonia.net</p> <p>For more information contact johleen@symphonia.net</p>
 <p>Patrick Kuwana</p>	<p>Transformational Leadership (Introductory Session – Two Hours)</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>Cape Town 20 June 2017</p> <p>Johannesburg 22 June 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>

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 <p>Lele Mehlomakulu</p>	<p>The Daring Way™ (Introductory Session – Two Hours)</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>Cape Town 27 June 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>
 <p>Clive Howe</p>	<p>Strategic Planning Made Simple (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>Cape Town 10 August 2017 (09:00 – 17:00)</p>	<p>Individuals from for-profit organisations: R2,500.00 Excl VAT</p> <p>Individuals from not-for-profit organisations: R1,500.00 Excl VAT</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>Alexia Cox</p>	<p>HR – The New Boss in Town (Introductory Session)</p> <p>HR – The New Boss in Town is designed to give you a new perspective on strategic planning. Through a series of interactive activities and futuristic strategic planning techniques you will be able to position your HR career, team or department in a new light, while still ticking all the strategic planning boxes.</p> <p>This two hour introductory session will give you fresh insight on strategic HR planning by:</p> <ul style="list-style-type: none"> • Giving you new insights on how to identify business needs • Position HR needs in a business savvy light • Encourage strategic thinking through fun and interactive techniques • Understand why strategic thinking is a “must have” competency in ALL HR functions 	<p>Cape Town 18 August 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>
 <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>The 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 24 August 2017 (09:00 – 17:00)</p>	<p>Individuals from for-profit organisations: R3,000.00 Excl VAT</p> <p>Individuals from not-for-profit organisations: R2,400.00 Excl VAT</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>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>
 <p>Lauren Davis</p>	<p>Conscious Leadership</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>

Speaker / Facilitator	Event Description	Duration	More Info
 <p data-bbox="210 628 315 651">Hanrie Hill</p>	<p data-bbox="432 288 741 316">Creative Conversations</p> <p data-bbox="432 339 1447 421">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="432 456 1375 481">Creative Conversations is a comprehensive one day workshop that includes, amongst other things:</p> <ul data-bbox="479 488 1061 603" 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 data-bbox="432 639 1402 691">Creative Conversations is aimed at anyone who wants to understand the roots of conflict and how to handle it better.</p>	<p data-bbox="1585 288 1644 311">1 day</p>	<p data-bbox="1771 288 2063 339">For more information contact kym@symphonia.net</p>