# EVENTS CALENDAR

## PUBLIC WORKSHOPS

<table>
<thead>
<tr>
<th>Speaker / Facilitator</th>
<th>Event Description</th>
<th>Location / Date / Time</th>
<th>Investment / Registration / More Info</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Flawless Consulting 1: Contracting for Leaders</strong></td>
<td>Increase Your Impact and Influence (2-Day Workshop)</td>
<td><strong>Free State</strong> 10 &amp; 11 June 2020 Bloemfontein</td>
<td>R9 200 excl. VAT Corporates</td>
</tr>
<tr>
<td></td>
<td>Anyone in a leadership role from all sectors of society</td>
<td><strong>Gauteng</strong> 3 &amp; 4 June 2020 East Rand 29 &amp; 30 July 2020 Johannesburg 4 &amp; 5 August 2020 Johannesburg 23 &amp; 24 July 2020 Tshwane</td>
<td>R5 500 excl. VAT NPOs</td>
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<tr>
<td></td>
<td>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.</td>
<td>Free State 10 &amp; 11 June 2020 Bloemfontein</td>
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<td></td>
<td>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.</td>
<td><strong>Kwazulu-Natal</strong> 20 &amp; 21 July 2020 Midlants 19 &amp; 20 August 2020 Empangeni 8 &amp; 9 September 2020 Durban</td>
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<tr>
<td></td>
<td>In Flawless Consulting 1: Contracting, you will learn:</td>
<td><strong>Mpumalanga</strong> 25 &amp; 26 August 2020 Nelspruit</td>
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<td></td>
<td>- The skills of relationship-building and influencing others</td>
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<td>- To work in a trusting partnership role with clients / colleagues</td>
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<td>- To develop commitment from your clients / colleagues through skilled contracting</td>
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<td>- The ability to assertively express your needs for a successful partnership</td>
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<td>- To define roles and clarify expectations; clearly defining deliverables</td>
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<td></td>
<td>- To identify and manage various resistance styles while consolidating relationships</td>
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<td></td>
<td>- To negotiate more effective and enduring agreements with clients/ colleagues to avoid no-win situations</td>
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<td>These public workshops host the participants of the Partners for Possibility program, being the business partners and school principals going through a year-long leadership development path together. The focus of the workshops may be slightly more directed towards these delegates and we ask for your understanding in this regard.</td>
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Tel +27 (0)21 913 3507 | Fax +27 (0)21 913 3187 | Email info@symphonia.net | PO Box 6552, Welgemoed, 7538 | [www.symphonia.net](http://www.symphonia.net)
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<tr>
<td><strong>Flawless Consulting 1: Contracting for Leaders</strong></td>
<td><strong>Increase Your Impact and Influence (2-Day Workshop)</strong></td>
<td><strong>Northern Cape</strong>&lt;br&gt;12 &amp; 13 May 2020&lt;br&gt;Kimberley</td>
<td><strong>R9 200 excl. VAT</strong>&lt;br&gt;Corporates</td>
</tr>
<tr>
<td><strong>Flawless Consulting 1: Contracting for Leaders</strong></td>
<td><strong>Anyone in a leadership role from all sectors of society</strong></td>
<td><strong>Western Cape</strong>&lt;br&gt;14 &amp; 15 May 2020&lt;br&gt;West Coast&lt;br&gt;4 &amp; 5 June 2020&lt;br&gt;Winelands</td>
<td><strong>R5 500 excl. VAT</strong>&lt;br&gt;NPOs</td>
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**SABPP-accredited, 4 CPD points.**

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.

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.

In Flawless Consulting 1: Contracting, you will learn:

- 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

These public workshops host the participants of the Partners for Possibility program, being the business partners and school principals going through a year-long leadership development path together. The focus of the workshops may be slightly more directed towards these delegates and we ask for your understanding in this regard.

---

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).

For bookings [click here](#) or contact ](mailto:johleen@symphonia.net)

For more information contact ](mailto:kym@symphonia.net)
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</table>
| **Flawless Consulting 1: Contracting for Consultants**  
*Increase Your Impact and Influence (2-Day Workshop)*  
*Anyone in a consulting/support role eg. HR, IT, L&D, Finance etc*  
**SABPP-accredited, 4 CPD points.**  |  
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.  
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).  
These workshops focus on developing your skills as a **consultant** as well as developing yourself as a **leader** of self and others (eg. appropriate assertiveness and collaboration).  
**In Flawless Consulting 1: Contracting, you will learn:**  
- 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  |  
Cape Town  
2 & 3 June 2020  
Johannesburg  
2 & 3 June 2020  
(8:30am – 5pm)  | R9 200 excl. VAT  
Corporates  
R5 500 excl. VAT  
NPOs  |  
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).  
For bookings [click here](mailto:johleen@symphonia.net)  
or contact johleen@symphonia.net  
For more information contact kym@symphonia.net  |

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| Flawless Consulting   | **Flawless Consulting 2: Discovery and Feedback**<br> Increase Your Impact and Influence<br> *(2-Day Workshop)*  
*(Flawless Consulting 1: Contracting is a prerequisite for Flawless Consulting: Discovery & Feedback)*  
This world-renowned 2-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. | Johannesburg<br> 4 & 5 June 2020  
Cape Town<br> 9 & 10 June 2020 (8:30am – 5pm) | R9 200 excl. VAT  
Corporates  
R5 500 excl. VAT  
NPOs  
For bookings [click here](#) or contact johleen@symphonia.net  
For more information contact [kym@symphonia.net](mailto:kym@symphonia.net) |
| Women in Leadership Breakfast   | **Women in Leadership Breakfast**<br> Inspire, Equip, Support<br> *(3-Hr Session)*  
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.  
**Theme:**  
- May 2020 - My Powerful Turning Point  
- August 2020 - My Contribution to Gender Equality  
- November 2020 - Hindsight gives Perfect Insight  
**Great prizes to be won:**  
- Including a Spa and Spur voucher and a book by Brené Brown | Cape Town<br> 20 May 2020  
15 May 2020  
28 May 2020 (9am – 12pm)  
5 August 2020  
14 August 2020  
6 November 2020  
13 November 2020  
Johannesburg<br> 15 May 2020  
14 August 2020  
6 November 2020  
Durban<br> 28 May 2020 | R550 excl. VAT  
For bookings [click here](#) or contact johleen@symphonia.net  
For more information contact [tasneem@symphonia.net](mailto:tasneem@symphonia.net) |
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<tr>
<td><strong>Flawless Consulting 90 minute Refresher Zoom Call</strong>&lt;br&gt;<strong>Increase Your Impact and Influence (90-Min Zoom Call)</strong>&lt;br&gt;It isn’t often that we are able to offer you a 90 minute FC1 REFRESHER at no charge! Because we are all going through unprecedented and tough times, this is exactly what we are doing.&lt;br&gt;This is for Flawless Consulting Alumni who have completed the 2-day FC1 workshop and who would like to participate in a session that enables them to practice these skills safely to build confidence in them.&lt;br&gt;Dr Louise van Rhyn will be the facilitator and would love to connect with you. We thank you for staying in touch with us and hope that this gift to you is valuable, motivating and inspiring.</td>
<td>*Zoom Call&lt;br&gt;31 March 2020&lt;br&gt;1 April 2020&lt;br&gt;2 April 2020 (2pm – 3:30pm)&lt;br&gt;*Zoom is a web-based video conferencing tool that allows users to meet online, with or without video.</td>
<td>Free&lt;br&gt;For bookings click here or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a>&lt;br&gt;For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></td>
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<tr>
<td><strong>Women in Leadership 90 minute Zoom Call</strong>&lt;br&gt;<strong>Inspire, Equip, Support (90-Min Zoom Call)</strong>&lt;br&gt;Join us on a Zoom session where we invite you to connect with Dr Louise van Rhyn, facilitating conversations with some of our Women in Leadership Speakers.&lt;br&gt;The topic is around doing things differently, staying connected, sharing creativity and an enthusiasm to succeed during these crazy days. Our guests will share with you how they are meeting this current challenge head-on, keeping spirits up and staying positive.&lt;br&gt;Yes, at SLD our underlying theme, as always, is to inspire, equip and support people on their development journeys, but importantly, to inject a sense of optimism and self-belief, which we hope to accomplish during this 90 minute session.</td>
<td>*Zoom Call&lt;br&gt;1 April 2020&lt;br&gt;2 April 2020 (10am – 11:30am)&lt;br&gt;*Zoom is a web-based video conferencing tool that allows users to meet online, with or without video.</td>
<td>Free&lt;br&gt;For bookings click here or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a>&lt;br&gt;For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></td>
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| **Dr Louise van Rhyn** | **Flawless Consulting Contracting: Taster Session** Increase Your Impact and Influence *(3-Hr Session)*  
Ideal for everyone who needs to be able to negotiate and work within strong, trust-based partnerships and grow their ability to influence and lead.  
Every issue dealt with during the early contracting stages, means fewer problems later on.  
We cover:  
- Contracting for collaboration  
- Clarifying expectations  
- Positioning projects quickly and correctly  
- Defining roles and responsibilities  
- Creating commitment  
- Identifying and managing resistance | Johannesburg  
5 May 2020  
Cape Town  
29 May 2020  
(9am – 12pm) | R450 excl. VAT  
For bookings [click here](mailto:www.symphonia.net)  
For more information contact [johleen@symphonia.net](mailto:johleen@symphonia.net) |
| **Dr Louise van Rhyn** | **Leadership Masterclass with Dr Louise van Rhyn** For Senior Leaders *(1/2-Day Workshop)*  
Dr Louise van Rhyn believes the world’s huge intractable problems can be solved through cross-sector collaboration and a solid understanding of complex social change.  
*During this session, we will discover and explore...*  
- The most important leadership competency  
- How to get things done without direct control  
- Key enablers for innovation  
- What human beings need in order to excel  
- The neuroscience behind these ideas | Nelspruit  
6 May 2020  
(9am – 1:30pm) | R2 250 excl. VAT  
For bookings [click here](mailto:www.symphonia.net)  
For more information contact [kym@symphonia.net](mailto:kym@symphonia.net)  
**Including lunch and networking opportunity** |
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| **Creating a Learning Organisation**<br>(1-Day Workshop)  
Jackie Kennedy | **Practices to shift Self, Team and the Organisation**  
A learning organisation encourages personal mastery and cultivates open feedback to see problems and opportunities on all levels. At a learning organisation, education happens as a side-product of working together, as everybody learns from each other to adapt to whatever the future might bring. There is a competitive advantage for an organisation whose people learn faster.  
**This 1-day workshop will cover...**  
- The role of habits in leadership development  
- What is a Learning Organisation and why now?  
- Introduction to a well-known framework for becoming a learning organisation  
- 5 core areas for habit formation to develop a learning organisation and transform leadership:  
  - The importance of personal mastery & EQ habit formation  
  - Systems thinking  
  - How to develop learning teams  
  - The importance of creating a truly shared vision  
  - Awareness of bias, blind spots, mental models and the impact on decision making | Johannesburg  
21 May 2020  
Cape Town  
22 May 2020  
(9am – 5pm) | R3 300 excl. VAT  
Corporates  
R2 300 excl. VAT  
NPOs  
For bookings [click here](mailto:johleen@symphonia.net) or contact [johleen@symphonia.net](mailto:johleen@symphonia.net)  
For more information contact [kym@symphonia.net](mailto:kym@symphonia.net) |
| **Maximising Performance and Wellbeing**<br>(1-Day Workshop)  
Aviva Baran-Rothschild | **Fueling success through optimizing energy**  
For countless individuals and teams, demand has finally begun to exceed capacity and many are facing an energy crisis! The biggest asset an organisation has is its people; and the biggest asset they have is their own personal energy.  
**This 1-day workshop will cover...**  
- Reveal if you are heading for an energy crisis or burnout  
- Share a simple model to assist you to optimise your energy  
- Show how to recognise and remove “energy robbers” from your life  
- Raise awareness on how to reach your Peak Performance Zone  
- Illuminate how to utilise the “Eight Plus One” Dimensions of Wellbeing  
- Empower you to unlock your untapped natural resources to enable optimal self-care  
- Help you to work towards a more fulfilling work/life wellbeing | Johannesburg  
11 June 2020  
Cape Town  
9 July 2020  
(9am – 5pm) | R3 300 excl. VAT  
Corporates  
R2 300 excl. VAT  
NPOs  
For bookings [click here](mailto:johleen@symphonia.net) or contact [johleen@symphonia.net](mailto:johleen@symphonia.net)  
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<tr>
<td><strong>Breakfast Talk with Dr Louise van Rhyn</strong>&lt;br&gt;Leading with care and inspiration (2-Hr Session)&lt;br&gt;The most important Leadership responsibility is to create organisations where people flourish and are able to do their best work. How do leaders do this?&lt;br&gt;Join us for this breakfast talk where Louise will be sharing what she has learned from leading a social enterprise and from working with thousands of leaders in business and education.&lt;br&gt;During this session, we will explore…&lt;br&gt;  • Possibility as a key to inspirational leadership&lt;br&gt;  • How to create environments where people can flourish and do their best work&lt;br&gt;  • The importance of stories&lt;br&gt;  • The power of vulnerability&lt;br&gt;  • The idea that the quality of relationships impact everything else&lt;br&gt;  • The magic sauce of relationships and a lot more…</td>
<td>Johannesburg&lt;br&gt;8 July 2020&lt;br&gt;Cape Town&lt;br&gt;10 July 2020&lt;br&gt;(9am – 11am)</td>
<td>R550 excl. VAT&lt;br&gt;For bookings <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a>&lt;br&gt;For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></td>
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<td><strong>Breakfast Talk with Graham Williams</strong>&lt;br&gt;Psychologically Safe Workplaces to Applaud: “CLAP” (2-Hr Session)&lt;br&gt;There are serious adverse consequences for organisations when employees shut up rather than speak up. In a healthy environment where an employee’s voice is raised and heard, good things happen. Fuller engagement, greater agility, resilience and commitment, and better performance results.&lt;br&gt;Based on research findings and personal experience, during this session we explore &quot;CLAP&quot;…&lt;br&gt;  • Culture - creating a culture that regenerates instead of extracts from employees, where people see each other through, rather than see through each other&lt;br&gt;  • Leadership - with an outward mind-set, who demonstrate faith in their people and spread positive emotional contagion&lt;br&gt;  • Attributes - developing attributes such as having fun, being prosocial, decision-making that is not ethically bounded, supplanting diversity with belonging&lt;br&gt;  • Practices - that have embedded conversations characterised by nonviolent communication and leverage participation and ownership, peer-to-peer coaching</td>
<td>Cape Town&lt;br&gt;16 July 2020&lt;br&gt;(9am – 11am)</td>
<td>R550 excl. VAT&lt;br&gt;For bookings <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a>&lt;br&gt;For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></td>
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| **Developing EQ Competencies**  
*The Core of Self-mastery (2-Day Workshop)*  
Decades of research now point to EQ as the critical factor that sets star performers apart from the rest of the pack. Developing your Emotional Intelligence lies at the core of managing complex and challenging environments.  
**These 2 full days will include opportunities to...**  
- Practice critical self-awareness  
- Unlock the 8 core competencies for maturity  
- The power of self-management  
- Recognise patterns that keep us self-sabotaging  
- The power to understand your emotions (thrive or survive)  
- The power of empathy  
- Applying cognitive flexibility  
- How to manage reactive tendencies  
- Engaging intrinsic motivation – “walking the talk”  
- Increasing purpose and direction  
- Finding your noble goal  
Sharon Deal |  
Cape Town  
22 & 23 July 2020  
Johannesburg  
29 & 30 July 2020  
(9am – 5pm) | R6 600 excl. VAT  
Corporates  
R4 600 excl. VAT  
NPOs  
For bookings [click here](mailto:johleen@symphonia.net)  
or contact johleen@symphonia.net  
For more information contact kym@symphonia.net |
| **Breakfast Talk with Beth Schneiter**  
*Burning Out to Thriving (not Surviving) Under Pressure (2-Hr Session)*  
Helping High Achieving Women Manage Stress from the Inside Out. Empowered women, empower women. Self-Awareness, understanding what is happening underneath all your stress, is key to unlocking your full potential. Becoming more self-aware, being authentically yourself and building healthy boundaries allows you to feel safe to perform without being held back by fear.  
**We will cover...**  
- The common denominators that lead to stress and burnout  
- Tools to manage anxiety resulting in enhanced focus towards achieving your goals  
- How self-awareness is critical to managing stress  
- Understanding your mind and what the stressful emotions you feel, are really trying to tell you  
- Boundaries and how lack of health boundaries can limit your performance instead of enhancing it  
Beth Schneiter |  
Johannesburg  
27 August 2020  
(9am – 11am) | R550 excl. VAT  
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For more information contact kym@symphonia.net |
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<td><strong>Time To Think™</strong></td>
<td><strong>The quality of everything we do depends on the thinking we do first (1-Day Workshop)</strong></td>
<td>Johannesburg 8 September 2020 Cape Town 10 September 2020 (9am – 5pm)</td>
<td>R3 700 excl. VAT Corporates R2 600 excl. VAT NPOs For bookings <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a> For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></td>
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<tr>
<td>Maryse Barak</td>
<td>The first act of leadership is to create a Thinking Environment. Every subsequent act of leadership gains quality from there. This 1-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. All practice done during the workshop will focus on genuine real-time issues and challenges chosen by the team members themselves.</td>
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<td><strong>Values-based Leadership</strong></td>
<td><strong>Strategically Manage and Develop Organisational Culture (1-Day Workshop)</strong></td>
<td>Cape Town 6 October 2020 Johannesburg 7 October 2020 (9am – 5pm)</td>
<td>R3 300 excl. VAT Corporates R2 300 excl. VAT NPOs For bookings <a href="#">click here</a> or contact <a href="mailto:johleen@symphonia.net">johleen@symphonia.net</a> For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></td>
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<td>Jackie Kennedy</td>
<td>We all know that Culture eats Strategy for breakfast. But how to develop and implement a Strategic Culture Management Process and Plan that is ideal for your organisation? This 1-day workshop will cover how values-based leadership can be used to align leadership, drive culture and support the achievement of organisational goals and strategy. What we will cover…</td>
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<td>• How to develop and implement a culture management process and plan</td>
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<td>• How to get intentional about organisational culture, so much so that it impacts on the bottom line</td>
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<td>• How employee-centric organisations translate into customer-centric organisations and business success</td>
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<td>• How to begin to focus on predictive indicators/drivers (actions, behaviours) rather than lagging indicators (engagement/satisfaction)</td>
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<td>• Employee engagement scores have stagnated globally and how to turn this around</td>
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<td>• Why the one-size-fits-all recipe for ‘great workplaces’ is presumptuous</td>
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### Building Stronger, More Connected Teams
#### Keeping the Human in the Middle

Teams are formed to organise different people with different goals and plans into a cohesive whole. Successful teams funnel the energy of team members for the good of the organisation. But, lest we forget, teams are made up of people and they cannot be as effective as they should be if we do not make the time to acknowledge their humanness and the need for healthy connection.

**This 1-day, process-based, interactive workshop will...**
- Incorporate the Success Cube™ based on 3 essential pillars: - Attitude - Skills - Work rate
- Introduce you to some unusual and little-understood principles of human connection
- Help you to discover and experience relationship glue that keeps teams together
- Explore the family dynamic that underpins teams at their core
- Shift your perceptions about hierarchies and roles in your team
- Show you how to get more out of your millennials
- Provide you with tools to de-stress and decompress your team
- Help you to win at home and at work by impacting lives and bottom lines

**Duration:** 1 day  
**More Info:** For more information contact kym@symphonia.net

### Choosing a Culture of Citizenship and Collaboration
#### Driving organisational culture through employee engagement

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.

Engagement has a lasting positive impact on the performance, effectiveness and productivity of employees.

**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.**

**Duration:** 1 day  
**More Info:** For more information contact kym@symphonia.net
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<thead>
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<th>Speaker / Facilitator</th>
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| **Creative Conflict** | **Conflict is an opportunity to build stronger relationships and greater understanding**  
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.  
Creative Conflict is a comprehensive **1-day workshop** that includes, amongst other things:  
- 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  
Creative Conflict is aimed at anyone who wants to understand the roots of conflict and how to handle it better. | 1 day | For more information contact kym@symphonia.net |
| **Diversity and Inclusion** | **Co-creating a Better Future**  
Much has been said and written about **diversity and inclusion** in the South African context. Organisations (and society as a whole) require both diversity and inclusion to be competitive and effective, to thrive and to flourish.  
A broad outline of a possible 1-day workshop:  
- Understand what diversity includes and the importance of diversity and inclusion in the workplace  
- Define competencies and practices of an inclusive leader  
- Discuss the extent of unconscious bias, how it shows up and how to address  
- Benefits of diversity in the working environment and how it helps to tap into other “markets”  
- Why good employees sometimes resign | 1 day | For more information contact kym@symphonia.net |
## IN-HOUSE WORKSHOPS

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| **Emotional Resilience** | **Powerful Tools to Thrive, Remain in Charge and Overcome Workplace Challenges**  
Those amongst us with a higher degree of emotional resilience, are able to handle the stresses that come with daily life more effectively. They are also able to manage crises seemingly effortlessly and without difficulty. Fortunately, emotional resilience is a trait that can be learned and developed with practice.  
**This 1-day interactive session will cover...**
- Understanding emotions and their role in building resilience
- Emotional needs as the base for resilience
- 6 Domains of resilience
- Values clarification and operating from the inside "out"
- Mental Agility
- Cognitive strategies to manage anxiety and increase positive emotions
- Leveraging character strengthening | 1 day | For more information contact kym@symphonia.net |

| **Future-fit Young Leaders** | **Tools and techniques for tomorrow’s leaders**  
What makes a successful Young Leader? A successful leader needs to know self, understand others, and inspire the people he or she leads by successful communication.  
**This 1-day workshop will cover...**
- Self-management – work-life balance
- People management – inspire and motivate others
- Leadership thinking skills – negotiation, change and decision making
- Leadership functions – organising, coordinating, motivating
- Leadership principles – authenticity and ethics  
**Afterwards you will be able to...**
- Be aware that leaders lead, not operate
- Enhance your strengths as a leader | 1 day | For more information contact kym@symphonia.net |
## IN-HOUSE WORKSHOPS

**Mental Toughness**

**Thriving in Tough Times**

Mental Toughness is a key leadership skill that enables leaders to create organisations that flourish. It can be defined as the ability to resist, manage and overcome doubts, worries, concerns and circumstances that prevent you from succeeding, or excelling at a task or towards an objective or a performance outcome that you set out to achieve – and it can be learned.

This 1-day interactive workshop will include:

- Managing stress and burnout
- Tools to change fear-pathways
- The Neuro-science of resilience
- Difference between EQ and MT
- Why Mental Toughness is needed in 4IR

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<td>Hanrie Fridjhon</td>
<td>Mental Toughness</td>
<td>1 day</td>
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For more information contact kym@symphonia.net

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**Performance Booster**

**We Grow People. People Grow Business**

Companies are always looking for a new way to inspire and motivate their staff, increase productivity and staff satisfaction. Performance Booster is based on the principles that people need to be given the tools to inspire and motivate themselves, to affect and change their own behaviour and to make emotionally intelligent decisions about their own lives. If employees can take responsibility for their own happiness and wellbeing, companies will thrive.

Benefits of this 2-day workshop include:

- Good understanding of self-motivation
- Increased EQ, self-confidence and wellbeing
- Increased work performance and team performance
- Clearly defined goals, renewed focus, improved attitudes

For more information contact kym@symphonia.net

**Delegates will complete an on-line Personal Success Profile.**
## IN-HOUSE WORKSHOPS

**Speaker / Facilitator** | **Event Description** | **Duration** | **More Info**
---|---|---|---
Clive Howe | **Strategic Planning Made Simple**  
Produce a powerful yet simple Strategic Plan and know how to implement it  
This 2-day workshop will provide valuable insight on how to develop a simple, effective and affordable strategic planning, implementation and performance management process that aligns all the staff to achieving the vision.  
People have found that they relate well to the efficiency of the one page process that is simple, engaging, different and focuses on execution and results.  
The tried and tested e@caps model, developed in 1999, has been effectively adopted and used globally by more than 400 organisations, both large and small and this number is rising quickly. | 2 days | For more information contact kym@symphonia.net

Leah Kitoloh | **The New Paradigms of Work**  
Celebrate. Connect. Collaborate. Create  
The New Paradigms of Work uses a new tool that Leah Kitoloh designed and developed. The 4C tool (Celebrate, Connect, Collaborative, Create) helps you to prepare for the unavoidable evolution in the world of work; it is also a purpose-centred tool to enable individuals to remain relevant and active in the rapidly evolving industries in which we work.  
**Benefits of attending...**  
- Demystifying the Human Experience in the evolution of work  
- Know how to build a meaningful, purpose-driven legacy  
- Self-efficacy and collaborative practices  
- Understanding digital leadership and necessary future skills  
- How to operate in a gig economy  
- The art of storytelling, shared learning journeys | 1 day | For more information contact kym@symphonia.net
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<td>Patrick Kuwana</td>
<td><strong>Transformational Leadership</strong>&lt;br&gt;Co-creating a new culture of business effectiveness and performance</td>
<td>2 days</td>
<td>For more information contact <a href="mailto:kym@symphonia.net">kym@symphonia.net</a></td>
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**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.

This 2-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.