



# How to Build your Leadership Pipeline

## Course Outline



*Your business outcomes are our priority. Proving impact in real time.*

# How to Build your Leadership Pipeline

## Aim

To advise and guide managers in a practical way on the essential skill of building a leadership pipeline.

## What Others Had to Say About this Course...

*Understanding the commitment necessary to building a leadership pipeline.*

## Who Should Attend this Course?

This course will benefit managers and HR personnel.

## Outcome

The delegate will walk away with the necessary knowledge and skill to implement a process of ensuring a strong leadership pipeline.

| SAQA US ID | NQF Level | Credits | US Title                                                               |
|------------|-----------|---------|------------------------------------------------------------------------|
| 252034     | 4         | 8       | <b>Monitor and evaluate team members against performance standards</b> |

The unit standards above are an indication of the content of the workshop. Our workshop theories are designed to include the outcomes recommended by SAQA US IDs.

## Content

| Topic                                                                         | Key Learning Points                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Understanding what a Leadership Pipeline is</b>                            | <ul style="list-style-type: none"> <li>• Definition</li> <li>• Where does it start?</li> <li>• Where does it end?</li> <li>• Why is it important?</li> <li>• How to earmark the right individuals</li> </ul>                                                                                                                                                   |
| <b>Understanding the 6 Leadership passages</b>                                | <ul style="list-style-type: none"> <li>• Managing Self</li> <li>• Managing Others</li> <li>• Managing Managers</li> <li>• Functional Management</li> <li>• Business Management</li> <li>• Holistic Group Management</li> <li>• Reaching the Top, Values Management</li> </ul>                                                                                  |
| <b>Using Performance Standards and Measures in each of the above passages</b> | <ul style="list-style-type: none"> <li>• Identifying the performance model</li> <li>• Understanding the necessary skill in each passage</li> <li>• Creating the development plan</li> <li>• Ensuring legislative compliance</li> <li>• Putting Measurables in Place for each passage</li> <li>• Obtaining Buy-in</li> <li>• Monitoring and Feedback</li> </ul> |
| <b>Identifying Possible Pipeline Failures</b>                                 | <ul style="list-style-type: none"> <li>• The wrong people</li> <li>• Taking too long to adjust when necessary</li> <li>• Failure to seek feedback</li> <li>• Poor job definition</li> <li>• Institutional failure</li> <li>• Lack of coaching and/or mentoring</li> </ul>                                                                                      |
| <b>Dealing with development discussions</b>                                   | <ul style="list-style-type: none"> <li>• How to use the right language</li> <li>• What remedial steps to take</li> <li>• Recognising when to Fast Track</li> <li>• Recognise when to let go</li> </ul>                                                                                                                                                         |

**Duration: 2-Days**

# Optional Purchases

## When ROI and Implementation Matter

At Staff Training, we understand that each individual and/or organisation has unique needs and goals. We have developed a range of valuable, but optional purchases to maximise your training outcomes:

## SETA Accredited Training Options

Most of our workshops are aligned with SETA Accredited unit standards, or you can opt for the fully accredited version of your workshop choice. This includes a certificate of competence when successfully completed. All other certificates are certificates of attendance.

## The Afterburner

Afterburners are additions to selected workshops. These continued learning courses include a re-cap of material covered during the workshop and continue to expand on both knowledge and skills development for the workplace.

## Skills Check

Skills Checks are extremely useful in the measurement of ROI of soft skills training. This tool is structured to help the learner improve on the implementation of new skills through a goal-driven process of accountability and reflection.

## LevelUp Coaching

A 2-hour, one-on-one coaching option for those who would like to address and build on the knowledge they gained during training. Converting theory into practice under the tutelage of an experienced coach.

## PowerPath Coaching

A powerful investment into your future leaders. One-on-one leadership coaching with the globally acclaimed Enneagram as the self-mastery tool.

**Staff Training is an accredited IEQ9 Provider. Our Enneagram offerings include a SETA Accredited version of a leadership development workshop as well as an emotional intelligence and Enneagram combination. You can also explore our specialist hybrid offerings of workshops and coaching below.**

[Enneagram Group Coaching Journey](#)[Enneagram: Insight to Action](#)