



Staff Training



LEADERSHIP IMPACT SERIES

Platinum Leadership Pathway

Developing capable, confident leaders for a future-ready organisation.

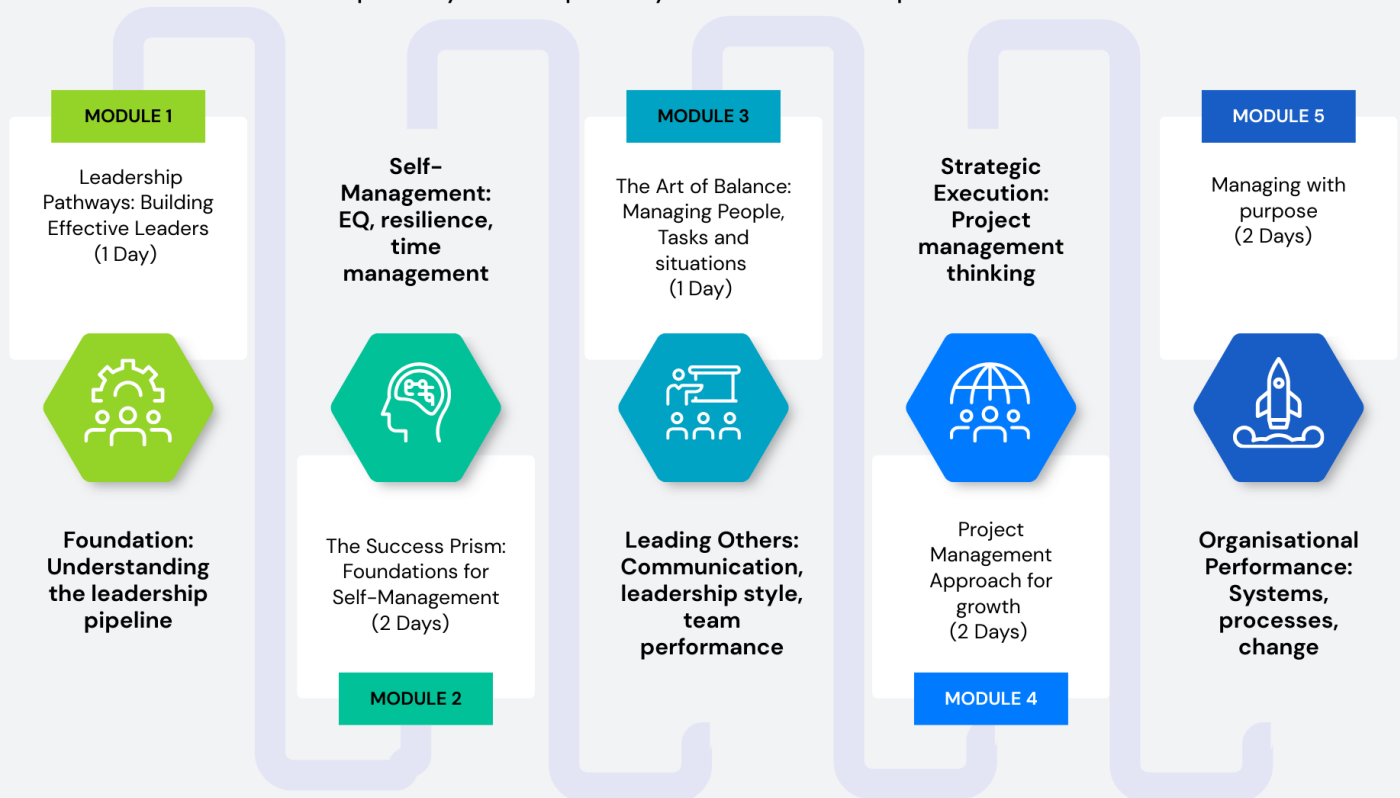
A comprehensive leadership journey designed to strengthen your pipeline and equip your people with the skills, insight, and confidence needed for long-term success.

Duration: 8-Months

Leadership Impact Series

The Leadership Impact Series

A cohesive, structured leadership development journey that transforms potential into capability and capability into consistent performance.



8 Months Leadership Programme



All f2f / virtual-led workshops:

A **Skills Check**: ensuring real understanding through focussed personal accountability

An **Afterburner**: providing further background and reinforcing the "why"

BONUS

5 x 4-hour virtual sessions:

Reflection
Application support
Accountability and
Real-time problem solving

GROUP COACHING

Includes:

Custom Implementation Workbook
Engagement Reports, Programme Initiation & Close-out Surveys
Certificate of Completion

SUPPORT ELEMENTS

E-Learning Courses:

Creating a Culture of Ethics
Effective Communication
Coaching & Mentoring
Foundations of AI

OVER 8 MONTHS

Annual Intake

Designed with 25 Years of Industry Insight

Every element of the programme reflects:

- Insights from thousands of learners and business leaders
- Proven models from our facilitators and subject-matter experts
- Practical strategies drawn from real business operations and South African workplace realities

Instead of reactive interventions, the Leadership Impact Series offers a proactive, predictable development pathway that supports both learners and businesses in achieving sustainable performance.



Why an 8-month format?

Because meaningful leadership growth requires time, reflection, accountability, and application.

Purpose of the Programme

The Leadership Impact Series is an 8-month, structured development pathway designed to strengthen your organisation's entire leadership pipeline. From emerging team leads to middle managers preparing for broader responsibility.

Whether you are an SMME navigating leadership succession, a growing business accelerating internal capability, or a corporate shaping a consistent leadership culture, this programme equips learners with the mindset, skills, and practical tools required to thrive in today's business environment.



What Makes This Programme Valuable and Unique?

The programme delivers a seamless blend of learning methods, including:

- In-person (CT and JHB) & Virtual-led workshops (available nationally)
- Online self-learning modules
- Skills checks and accountability touchpoints
- Structured coaching sessions
- Advanced "Afterburner" theory extensions

This approach ensures not just information intake... but real, measurable behaviour change

Who This Programme Is For

- Small, medium and large businesses that want measurable leadership growth
- Organisations building internal succession pipelines
- SMME owners planning for retirement transition
- High-potential individuals ready to step into bigger leadership roles

How the Programme Works

Learners progress through a five-stage development pipeline:

1. Foundation: Understanding the leadership pipeline
2. Self-Management: EQ, resilience, time management
3. Leading Others: Communication, leadership style, team performance
4. Strategic Execution: Project management thinking
5. Organisational Performance: Systems, processes, change

Every workshop includes:

A Skills Check, which ensures real understanding through focused personal accountability, and an Afterburner, which provides further background and reinforces the "why".





***A cohesive, structured leadership journey
that transforms potential into capability,
and capability into consistent
organisational performance.***

Platinum Leadership Pathway Includes:

- All workshops as set out below (4 in person*, 1 virtual-led, alternatively all virtual-led)
- 4 Predetermined online courses
- Skills checks for every course
- Afterburners for every course
- 5 x 2.5 hours of group coaching
- Engagement reports per module
- Custom implementation workbook
- Certificate of completion
- Programme initiation & close-out surveys enabling full reflection and personal progress

NB: To be added to the Enrolment Waiting List please email info@stafftraining.co.za or call 086 199 6660

*Cape Town and Johannesburg



www.StaffTraining.co.za



Info@StaffTraining.co.za



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Content Breakdown:	Duration	Skills Check	Afterburner
Leadership Pathways: Building Effective Leaders Understanding what a leadership pipeline is: • Unpacking 5 levels of leadership and 3 core areas of focus at each level • 10 Specific African based business challenges reinforcing the need for a structured approach. • A bird's eye view of the transition through leadership passages. Drilling down into management and leadership responsibilities and Key Performance Areas at each level of the pipeline: • Understanding the Management by Objective theory and where most Performance Models fall short • Filling the performance gaps by management level. • Moving from Job Specifications to KPI's The Crucial Aspect of Buy-In: • Understanding Maslow from an African Perspective – finding the balance.	1 Day	Included	Included
The Success Prism: Foundations for Self-Management Using Emotional Intelligence, Time Management and Resilience techniques to give you a lifelong foundation for success launching. • What is a Success Prism? • Unpacking the pillars of emotional intelligence • Recognising your preferred comfort zones of behaviour and communication from a personality perspective • Understanding the impact of stress and burn out on behaviour • Using tried and tested tools to assist with communication and conflict approaches. • Building resilience through reflection, adaptation and solid time management techniques.	2 Days	Included	Included



<i>The Art of Balance: Managing People, Tasks and Situations</i> • An analysis of management and leadership styles • Identifying your preferences and comfort zones • Identifying your areas of challenge Knowing when, where and what to adjust to maximise team input • Using the situational matrix to keep you focussed • Upward management • Effective Planning	1 Day	Included	Included
<i>The Project Management Approach for Growth</i> • A holistic view of task or project, understanding the why through a structured approach • A Break down of tasks • Setting Goals and Targets • Stepping into the Eisenhower 80/20 time management zone	2 Days	Included	Included
<i>Managing with Purpose</i> • The purpose of revisiting goals and clear strategy • Understanding the dynamics of change • Managing the implementation of changed procedures • Delegation at all levels • Automation: a catalyst for innovation • Embracing Victory through Values	2 Days	Included	Included
<i>Online Courses:</i> 1. Creating a Culture of Ethics At the end of this course, delegates will understand the principles and importance of creating and maintaining a culture of ethics within the workplace. They will be able to identify ethical challenges, apply professional values in decision-making, align ethical codes with organisational practices, and implement sustainable systems that promote integrity, trust, and accountability in management.	A total of approx. 24 hours of learning	n/a	n/a



2. Effective Communication

Communication breakdown is responsible for the majority of errors in the business environment, enabling and promoting better communication allows for less conflict and improved productivity. Every organisation should prioritise communication skills development.

3. Coaching and Mentoring

At the end of this course learners will have a clear understanding of coaching and mentoring, including the language needed to become a great coach and the benefits related to the modern leader and manager from a peoples management perspective.

4. Foundations of AI

At the end of this course, learners will have the ability to confidently use AI tools to enhance productivity, improve business communication, streamline daily tasks, and drive innovation—while understanding key concepts, ethical considerations, and the practical impact of AI in the workplace.

All online courses have built in quizzes to ensure understanding.

Skills Coaching Sessions: Virtual Only

5 X 2.5 hours of group coaching per learner

Booked and scheduled as per a supplied roster.

Learners join small group coaching sessions for

- Reflection
- Application support
- Accountability
- Real-time problem solving

