



ACADEMY

LEARN ▲ LEAD ▲ LEVERAGE



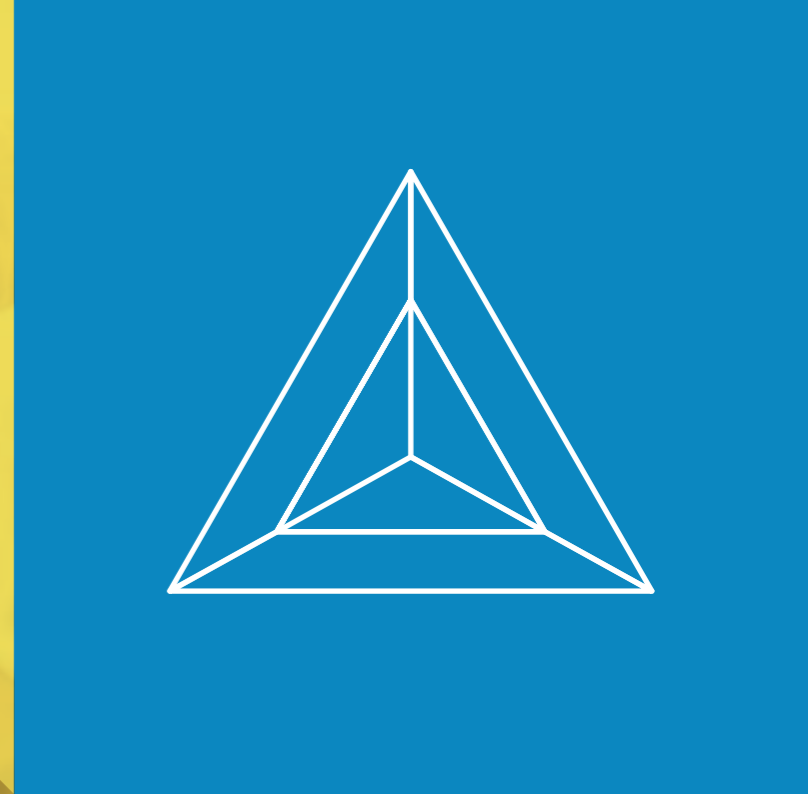
ADAPTIVE LEADER

For Senior Leaders

Become a Leader of **Influence**

At the H3 Academy, our facilitators coach and guide you as they enable you to make positive and ethical changes that will shape the future of your organisation and/or community

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Welcome to the Adaptive Leaders Programme, which supports and builds powerful leadership skills that support your integrated leadership journey. If you are ready to lead leaders at a functional level, then this programme is for you.

As you move away from working with others to working through others, your renewed focus shifts from operation to inspiration and a greater flexing and strengthening of your strategic thinking muscle. The focus at this level is aligning culture and operations through the work of others.

The Adaptive Leader Programme will provide insight into the level of thinking and the insight required to flourish in a more complex environment. Adaptive leaders who confidently take charge when faced with turbulence and change are critical to the success of any business. By raising your level of thinking and focusing on developing your strategic insight, you will inspire and guide others to achieve the desired business outcomes.

Bever Hancock
LEAD THROUGH CONVERSATION

Jill Hamlyn
MASTER EXECUTIVE BUSINESS LEADERSHIP COACH



A MESSAGE FROM YOUR FACILITATORS



HIGH LEVEL OUTCOMES



LEADING SELF

- Develop your quality of strategic thinking
- Elevate data-informed decision making in complex and uncertain environments
- Develop personal presence and influence



LEADING THROUGH OTHERS OTHERS

- Communicate with power and purpose to build trust and collaboration
- Build high-performing hybrid teams
- Master the art of effective delegation
- Activate radical accountability and quality execution.
- Create masterful presentations to influence buy-in and decision-making.



LEADING THE ORGANISATION

- Enable a culture that integrates organisational impact, diversity and belonging
- Utilize personal presence and influence to impact organisational success



BENEFITS OF THE PROGRAMME

You can expect the following measurable results:

- ▶ A deeper appreciation of self and others
- ▶ More finessed and mature business thinking
- ▶ Accelerated personal growth based upon personal objectives
- ▶ Achieving a richer level of creative thinking
- ▶ Being enabled to make more conscious choices
- ▶ Development of strategic leadership and practical managerial abilities
- ▶ Enhanced and more strategic communication skills
- ▶ Improved interpersonal development resulting in elevated social capital
- ▶ Vastly accelerated and substantial individual growth



PREPARE

FUEL

A High Impact Learning Journey



ENGAGE

IGNITE

Transformative and Integrated Learning



ACCELERATE

ACTION LEARNING

For Organisational Impact



IMPACT

ACCELERATE

Impact & Organisational Transformation

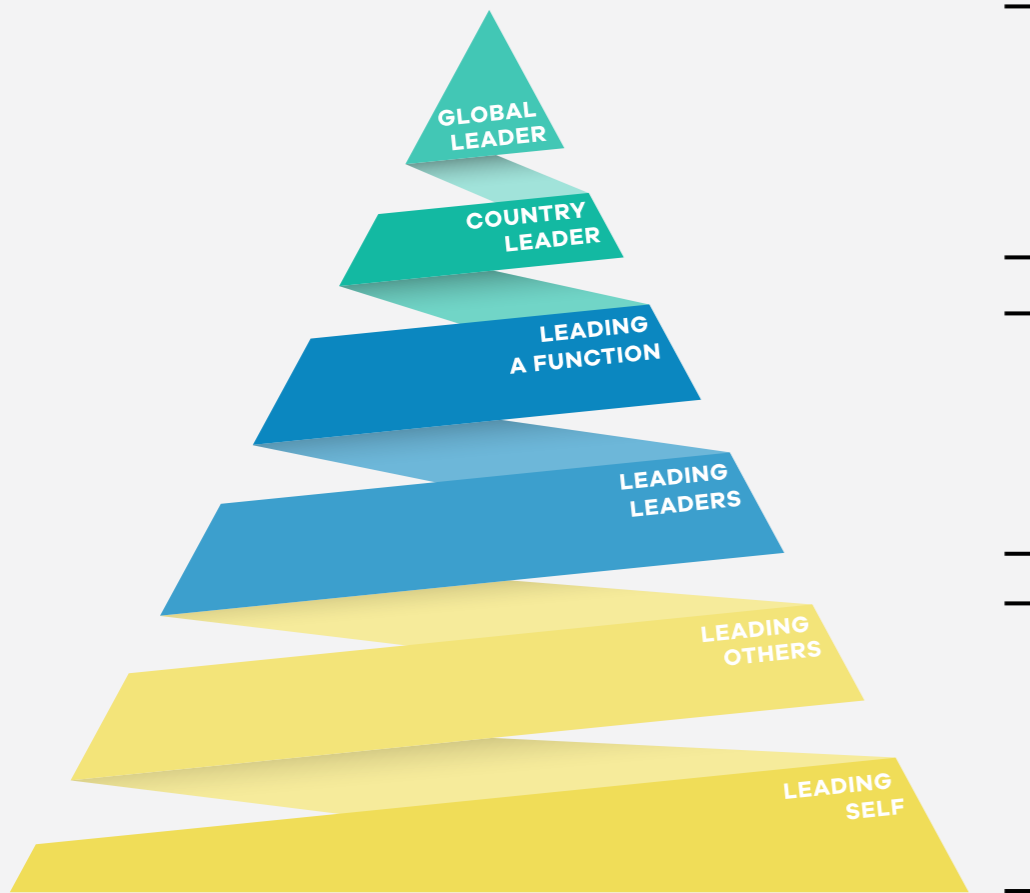
- ▶ A customized, agile journey creates high-impact learning aligned to the business's strategic direction.
- ▶ Baseline assessment ensures meaningful behaviour change and business impact.
- ▶ The hearts and minds of delegates are prepared to get the most from the journey.
- ▶ Delivery through the hybrid and omni-channel experience supports agile learning and deep connection.

- ▶ Delegates engage in learning conversations that harness collective wisdom, social learning and peer coaching.
- ▶ The learning is supported by digital platforms that further enhance the experience and performance.
- ▶ Action learning is supported by professional coaches and mentors who support real-world implementation in the workplace.
- ▶ The leadership tool-kit provides practical tools that can be applied immediately with visible results.

- ▶ Action learning activities and projects are assigned to transform learning into visible business impact.
- ▶ Delegates can apply and receive feedback from facilitators, peers and coaches in a safe and conducive learning environment.
- ▶ Delegates are encouraged to apply the learning directly within their area of operation.
- ▶ Delegates can showcase their learning to senior leadership and demonstrate a real contribution to organizational transformation.

- ▶ Transformative business impact is identified in the baseline assessment design.
- ▶ This measurable impact is aligned to future-focused performance outcomes.
- ▶ Impact assessments and evaluations are conducted post-course at 45 days and 6 month intervals

An Integrated Leadership System



EMERGING LEADER

TRANSFORM

and build on your inherent leadership skills, deepening your awareness & appreciation of others through self-mastery, self-regulation, emotional intelligence & quality delegation.

EXERT

quality leadership and managerial influence inspiring others, as you focus on building a highly functional & synchronised team.

ENABLE

superior performance, time mastery & high value communication ensuring radical individual accountability resulting in superior execution & delivery.



ADAPTIVE LEADER

TRANSFORM

your operational focus into the successful alignment of organisational purpose, vision & values synchronising the delivery of high quality output.

FACILITATE

an empowering, high-performance environment where the focus is creating a competitive advantage through continual improvement of systems, processes, behaviour & quality engagement.

IGNITE

a conscious awareness of the combined impact of quality systems, controls and processes, simultaneously becoming a behavioural catalyst that inspires deep accountability & responsibility in others.



STRATEGIC LEADER

TRANSFORM

your functional focus into a broader & deeper appreciation of the entire organisational system contributing towards the strategic blending of short & long term needs

MASTERFULLY

craft an agile environment through tapping into the Value Systems Domain influencing current & future strategic thinking, ultimately contributing towards business profit & sustainability.

BOLDLY

influence & craft strategic decision making, guiding necessary business, cultural and operational change that enables & perpetuates the overall success of the entire business environment.

ADAPTIVE LEADER

Module Structure

1 PRE-WORK	Prepare for the Journey <ul style="list-style-type: none">▶ Assess your baseline leadership skills▶ Complete assigned pre-reading▶ Download learning material
2 THINKING SKILLS	Develop Your Thinking Muscle to Make Data Driven Decisions in a Complex and Uncertain Environment <ul style="list-style-type: none">▶ Explore data as a strategic tool▶ Develop comfort in complexity▶ Tap into the wisdom of others
3 NEGOTIATION AND INFLUENCE	Raise Your Level of Influence to Achieve Long Term Success Through Participative Decision Making <ul style="list-style-type: none">▶ Wrestle with multiple perspectives▶ Explore negotiation tools and frameworks▶ Play the long game
4 ADVANCED HIGH VALUE CONVERSATIONS	Harness the Power of Conversational Leadership to Influence Your Stakeholder Ecosystem <ul style="list-style-type: none">▶ Integrate the evolving eco-system (internal and external)▶ Blend presence and authority▶ Communicate with impact
5 LEADERSHIP COACHING	Unleash the Potential of Your People to Your Strongest Competitive Advantage <ul style="list-style-type: none">▶ Unleash latent potential within your environment▶ Release your resources through ownership and accountability▶ Employ coaching as a strategy for driving competitive advantage

6 PRESENTATION AND STORYTELLING	Craft Your Future Story to Navigate Through Change and Complexity <ul style="list-style-type: none">▶ Craft your personal leadership story▶ Provide stability and focus in tough times▶ Evoking the future through storytelling
7 DECISION MAKING	Strengthen Your Decision-Making Muscle to Navigate Ambiguity, Complexity and Paradox <ul style="list-style-type: none">▶ Provide guidance into the unknown▶ Steer through paradox▶ Explore scenario planning tools
8 MANAGING HYBRID TEAMS	Enable a Culture that Integrates Organisational Impact, Diversity and Belonging <ul style="list-style-type: none">▶ Suitably enable the environment for diversity and belonging to flourish▶ Balance divisional and organisational priorities▶ Apply strategic systems thinking for sustainable impact
9 PRESENTATION PREPARATION	Create Masterful Presentations to Showcase Your Learning <ul style="list-style-type: none">▶ Explore storytelling to create vibrant presentations▶ Create a well-structured presentation to senior leadership▶ Refine your message and presentation▶ Use powerful techniques to handle Q/A professionally
10 GRADUATION AND BEYOND	Celebrate Your Achievements Before Continuing Your Leadership Journey <ul style="list-style-type: none">▶ Present your learning and ideas to senior leadership▶ Set your future learning goals▶ Consider signing on as a mentor▶ Join the wider community

MAP YOUR LEADERSHIP OPPORTUNITIES & ROADBLOCKS

5+ YEARS	Agile Self Mastery	Self-Empowerment	Building Reputation Authority	Leadership Coaching	High Value Conversations	Masterful Presentations & Story Telling	Time Mastery	Delegation	Thinking Skills	Strategic Thinking Systems	Decision Making	Leadership Coaching	Negotiation & Influence	Leading Agile Teams	5+ YEARS
EMOTIONAL OWNERSHIP				CREATING THE VISION			FUTURISTIC INSIGHT		DEVELOPING & GLOBAL PERSPECTIVE			BRAND AMBASSADOR			
3-5 YEARS	Personal Humility	Emotional Maturity	Custodian of Culture	Powerful Leadership Coaching Interaction	Masterful Conflict	Story Telling	Visualise the Future	Crafting Specific Business Outcomes	Driving Current Needs Through Future Challenges	Scenario Planning	System Thinking	Art of Upward Management	Level 5 Leadership	Organisational Leadership	CRAFTING
1 - 3 YEARS	Personal Agility	Emotional Connection	Being a Person of Influence	Artful Coaching Conversations	Conflict Handling	Presentation Skills	Stretch Through Future Time Frames	Inspiration, Motivation & Control	Translating Information Into Knowledge?	VSM	Consequence Management	Boundary Setting	Negotiation & Influence	Team Manger	LEADING
3 MONTHS TO 1 YEAR	Self Mastery	Emotional Regulation	Personal Branding	Questioning	High Value Conversations	Tailoring Your Story	Time Mastery	Delegation	Converting Data Into Information	Multiple Perspectives	Personal Accountability	Valueing Different Perspectives	Mindfulness	Team Leader	MANAGING
1 DAY TO 3 MONTHS	Self Awareness	Emotional Appreciation	Personal Reputation	Active Listening	Conversational Agility	Time Awareness	Delivery	Conversational Agility	The Ingerent Value of Data	Dealing with Amiguity	Contextual Management	Appreciation of Others	Self Awareness & Regulation	Team Member	BEING & DOING

EMERGING LEADER
 ADAPTIVE LEADER
 STRATEGIC LEADER

Jill Hamlyn
MASTER EXECUTIVE BUSINESS LEADERSHIP COACH



Jill is a Master Executive Coach with a rare level of skilled expertise and proven capabilities in working with and partnering high performing individuals and teams.

Her 30+ years of proven abilities in coaching, facilitation and the development of strategic thinking is now successfully transferred to a virtual environment.

As a seasoned professional, Jill is a steward of common sense. Due to her strong business acumen, her skills and abilities are utilized by senior executives within large corporations who wish to raise their game or “shift” their culture. Jill is equally adept at working with entrepreneurial start-ups.

Jill’s naturally nurturing, challenging and deeply insightful approach enables people to raise self awareness, increase strategic business thinking and elevate interpersonal & leadership acumen.

Her depth of experience allows her to continually draw on skills, competencies and experiences gained from working with a host of best practise business, leadership and managerial philosophies within a wide variety of South African, African and European contexts.

These skills are strategically fundamental in the development and growth of organisations who wish to succeed in tomorrow’s world.

**LISTEN, QUESTION, SHARE,
CHALLENGE, INSPIRE &
EMPOWER.**

Bev Hancock
LEAD THROUGH CONVERSATION



Bev is a strategic Conversational Catalyst, Facilitator & Interactive Presenter who uses a range of conversational strategies and technologies to stimulate interaction and dialogue.

Bev ably uses her 20+ years in strategy, learning design, leadership, coaching and deep understanding of conversational intelligence to build trust, accountability and inclusive leadership into every conversation.

Her masters research work on interactive engagement in the virtual environment makes her well placed to get the best out of remote work. This approach puts delegates at the centre of the action where they can use their technology to be part of the conversation, ask the courageous questions, give feedback and much more in real-time to create a fun and interactive experience. The

data emerging from the conversations is thematically analysed and presented as a post-conference report for further investment into the company strategy and culture.

Bev has extensive experience working with the banking sector, having consulted on talent strategy, coached on leadership panels and facilitated leadership conversations in their cultural journey.

**THE SCIENCE & MAGIC OF
AGILE COMMUNICATION**



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www.h3academy.com

CONTACT US:

Mobile: 083 276 5475 (Bev Hancock)

Mobile: 083 675 0649 (Jill Hamlyn)



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