



**ACADEMY**

LEARN ▲ LEAD ▲ LEVERAGE

A hand is shown holding a glowing globe. The globe is covered in a network of yellow lines and dots, representing a digital or global network. A large white triangle is overlaid on the left side of the image, partially covering the hand and the globe. The background is a warm yellow color with a diagonal gradient.

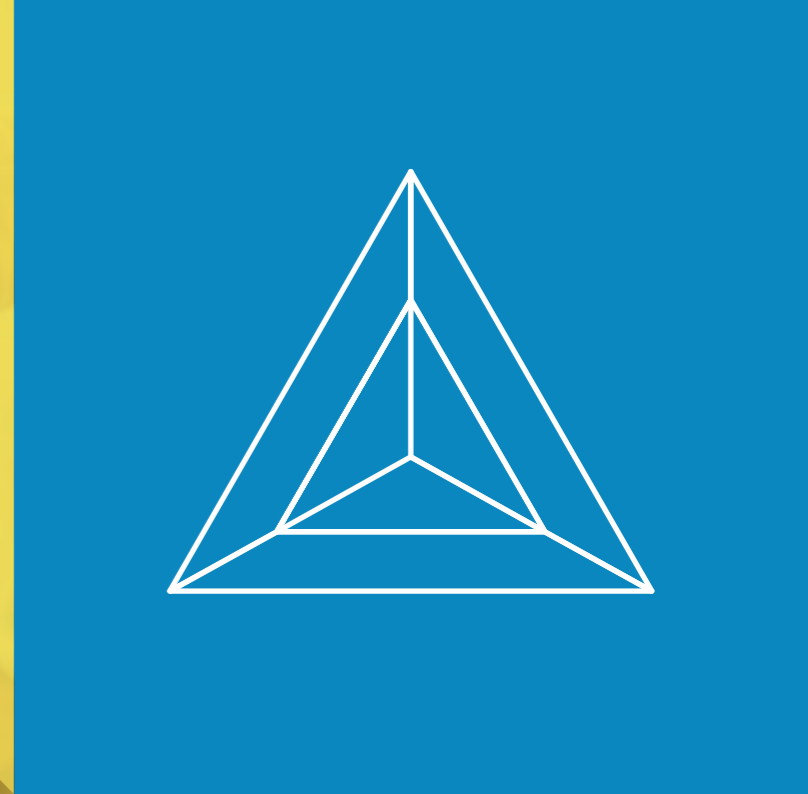
# EMERGING LEADER

For Future &  
High-Potential 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

**LEARN ▲ LEAD ▲ LEVERAGE**



Welcome to the Emerging Leaders Programme, an integrated leadership journey that will secure your foundation as a high-potential leader and guarantee that you are suitably self-empowered to make effective decisions that contribute significantly to your long-term career aspirations.

In a world of constant change, the future of business and society depends on leaders who empower and lead agile, purpose-driven individuals. This emerging business landscape requires leaders who are master communicators and who have a suitable range of interpersonal skills that attract, inspire and motivate others to drive business success.

In the Emerging Leaders programme, you will learn to lead teams that thrive in an interconnected, digitally transformed and inclusive world. If you are committed to building your authentic leadership through self-mastery and emotional intelligence, you will be enabled to inspire excellence by tapping into your team's strengths. Through activating your leadership muscles, you will be suitably empowered to build trust and develop powerful collaboration through conversational mastery, coaching and effective delegation.

Your Master Facilitators and Executive Leadership Coaches speak the language of business. Our virtual or hybrid experience is guaranteed to be deeply interactive as it pivots on rich learning dialogue and a generous sharing of practical insight. Our interventions are underpinned by tools, frameworks, models, and the latest thought leadership insight, all of which have been gathered and refined over our combined 50 years of proven leadership practice.

  
LEAD THROUGH CONVERSATION

  
MASTER EXECUTIVE BUSINESS LEADERSHIP COACH



## A MESSAGE FROM YOUR FACILITATORS



# HIGH LEVEL OUTCOMES



## LEADING SELF

- Shape your leadership narrative for future success
- Understand and appreciate your long-term aims and objectives, aligning these with the organisational purpose within your stakeholder context
- Raise your leadership conversation to build trust, manage conflict and navigate organisation power and politics



## LEADING OTHERS

- Communicate with power and purpose, building trust and unleashing effective collaboration as you focus on building a high-performing hybrid team
- Master the art of effective delegation to activate radical accountability and quality



## LEADING THE ORGANISATION

- Connect customer and employee experience for maximum impact



# 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

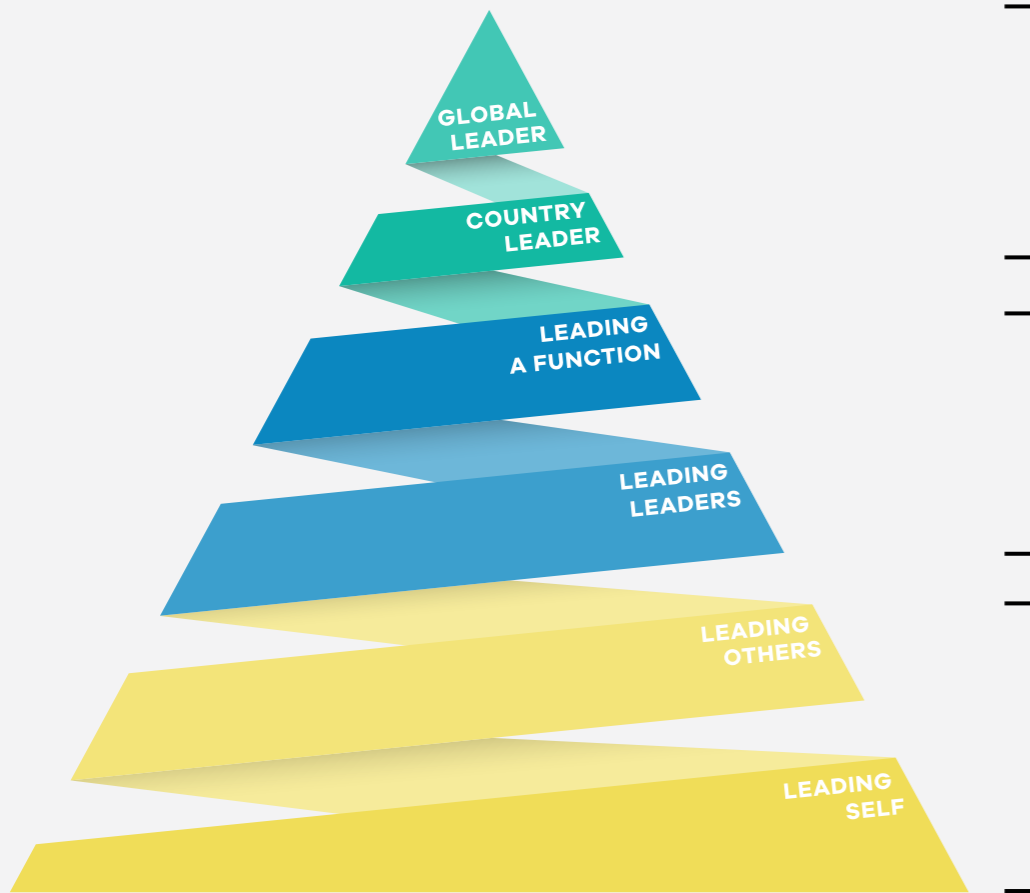
- ▶ A customized, agile journey creates high-impact learning aligned to the business's strategic direction.
- ▶ Baseline assessment ensures meaningful behaviour change and business impact.
- ▶ The hearts and minds of delegates are prepared to get the most from the journey.
- ▶ Delivery through the hybrid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



# EMERGING LEADER

## Module Structure

<b>1</b> PRE-WORK	<b>Prepare for the Journey</b> <ul style="list-style-type: none"><li>▶ Complete baseline assessments</li><li>▶ Complete pre-reading</li><li>▶ Join the online community</li><li>▶</li><li>▶</li></ul>	<b>6</b> MASTERING DELEGATION	<b>Master the Art of Effective Delegation</b> <ul style="list-style-type: none"><li>▶ Review the art of delegation</li><li>▶ Interrogate the challenges that arise in the delegation conversation</li><li>▶ Review your experience of delegation</li><li>▶ Practise the delegation conversation</li><li>▶ Apply successful delegation practises in your work environment</li></ul>
<b>2</b> SELF MASTERY	<b>Explore Your Current Leadership Narrative</b> <ul style="list-style-type: none"><li>▶ Explore your past, present and future story and aspirations</li><li>▶ Embrace the discomfort that comes with change and growth</li><li>▶ Build a mature leadership presence</li><li>▶ Master your inner conversations to manage your inner critic</li><li>▶ Apply the principles of Agile Leadership</li></ul>	<b>7</b> HIGH VALUE CONVERSATIONS	<b>Raise Your Level of Leadership Conversation</b> <ul style="list-style-type: none"><li>▶ Explore the role of conversation in building enabling cultures</li><li>▶ Explore the pathway to success and failure</li><li>▶ Learn to have courageous conversations</li><li>▶ Practise giving uncomfortable feedback</li><li>▶ Embrace multiple perspectives</li></ul>
<b>3</b> CONTEXTUAL LEADERSHIP	<b>Explore Your Future Leadership Narrative</b> <ul style="list-style-type: none"><li>▶ Write your future story</li><li>▶ Explore the role of context in leading in times of change and uncertainty</li><li>▶ Balance and align individual and organisational purpose</li><li>▶ See yourself through the eyes of your key stakeholders</li></ul>	<b>8</b> LEADING HYBRID TEAMS	<b>Lead High-Performing Teams in Hybrid Environment</b> <ul style="list-style-type: none"><li>▶ Understand the role and benefits of digital transformation</li><li>▶ Explore the challenges and opportunities presented by hybrid work</li><li>▶ Explore techniques to build connection, rapport and trust</li><li>▶ Managing performance in a hybrid environment</li><li>▶ Utilize online tools to build efficiency and digital trust</li></ul>
<b>4</b> LEADING OTHERS	<b>Strengthen Your Ability to Lead and Communicate with Others</b> <ul style="list-style-type: none"><li>▶ Explore your team's current roles and the context in which they exist</li><li>▶ Recognise how the brain processes trust and distrust</li><li>▶ Explore how to shift the trust dial with every conversation</li><li>▶ Successfully navigate power and politics within the organisation</li><li>▶ Explore the techniques and tools to manage conflict</li></ul>	<b>9</b> PRESENT TO INFLUENCE	<b>Create Masterful Presentations to Showcase Your Learning</b> <ul style="list-style-type: none"><li>▶ Presentation Preparation</li><li>▶ Explore the elements of well-structured presentation</li><li>▶ Prepare the structure and story flow of your presentation</li><li>▶ Practice presentation skills and receive feedback</li></ul>
<b>5</b> LEADING CUSTOMER EXPERIENCE	<b>Connect the Customer and Employee Experience for Maximum Impact</b> <ul style="list-style-type: none"><li>▶ Explore the MAGIC of employee and customer engagement</li><li>▶ Recognise the bottlenecks to engagement</li><li>▶ Apply the MAGIC model within your team</li><li>▶ Apply a positive customer experience journey</li></ul>	<b>10</b> GRADUATION AND BEYOND	<b>Celebrate and Continue Your Leadership Journey</b> <ul style="list-style-type: none"><li>▶ Present your work focused project to your senior leadership team and receive their valuable feedback</li><li>▶ Graduation</li><li>▶ Apply your leadership toolkit and observe how you show up differently</li><li>▶ Participate in the life-long learning community</li><li>▶ Commit to mentoring others</li></ul>

# 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 Inherent 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.**

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*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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