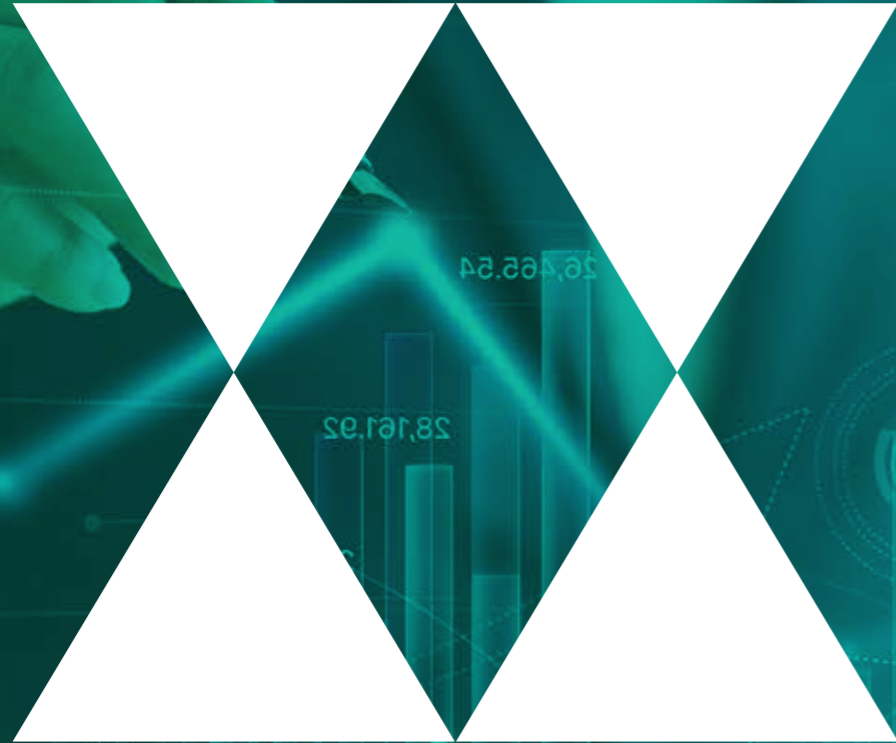




**ACADEMY**

LEARN ▲ LEAD ▲ LEVERAGE



# STRATEGIC LEADER

For C-Suite & Global  
Executive Talent

# 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**



The Strategic Leadership programme comprises a unique blend of Team Coaching, individual Executive Coaching and Group Facilitation. The programme pivots on the deep understanding that today's tough decisions influence the organisation's current and future success. This approach ultimately ensures business sustainability by creating a keenly sharpened strategy focusing on an unfolding future world.

The focus of the intervention is enabling a powerful group of senior individuals to effectively work together. The output is the creation of an influential and robust team which masterfully utilises their combined expertise, insight, differing worldviews and intellect. The measurable business outcome is the development of a skilled unit of people who together can wrestle with all available data to make keenly thought through, but necessary, high-pressure decisions.

A further key output of the Strategic Leadership engagement is that the actual process creates a conscious culture at the executive level. This modus operandi naturally permeates the entire organisation as the various divisions, functions, and teams synchronise with their senior leaders' behavioural and interpersonal skills.

Ultimately, this programme will enable you to deepen your conscious leadership awareness and to become a strategic systems thinker who is enabled to blend and navigate sometimes-conflicting needs within a complex environment.

  
LEAD THROUGH CONVERSATION

  
MASTER EXECUTIVE BUSINESS LEADERSHIP COACH



## A MESSAGE FROM YOUR FACILITATORS



## ▲ LEADING SELF

- Develop your role as the custodian of organisational culture and the implementation of core business strategy.
- Contribute to the sustainable strategic success of the business

## ▲ 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 execution.
- Create masterful presentations to influence buy-in and decision-making.

## ▲ LEADING THE ORGANISATION

- Develop your role as the custodian of organisational culture
- Raise your contribution to the core strategic success of the business



# 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

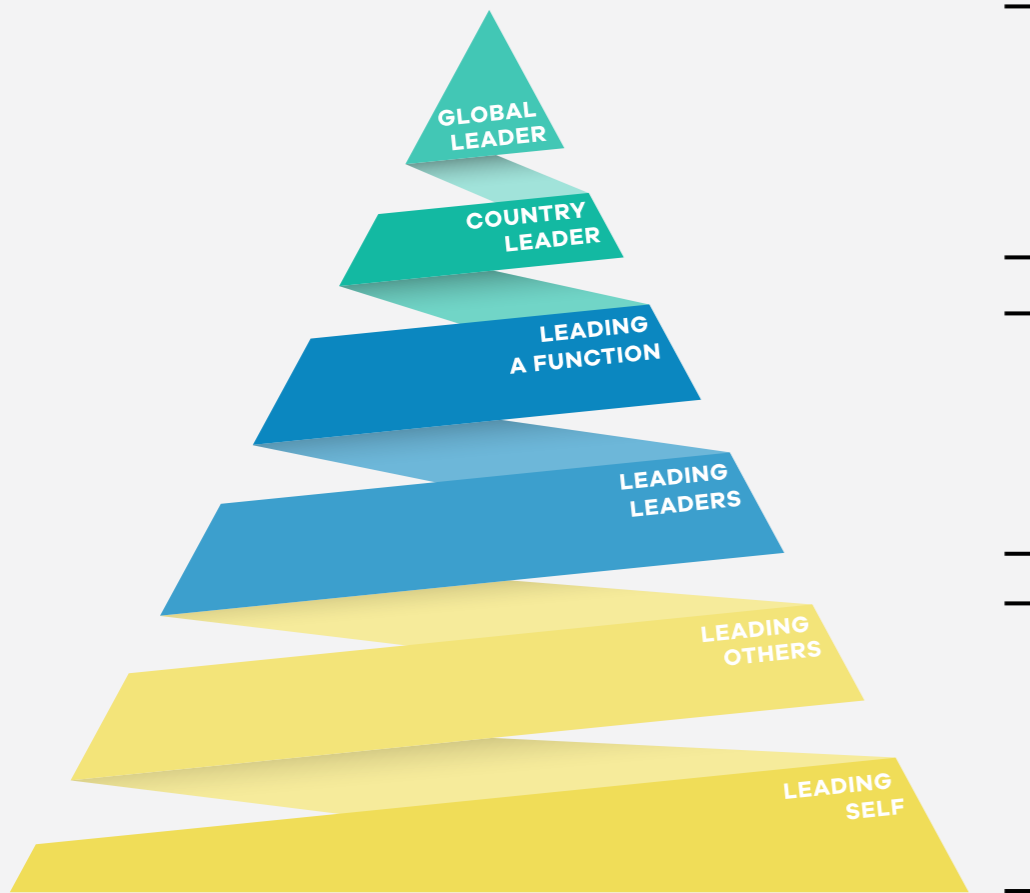
- ▶ A customized, agile journey creates high-impact learning aligned to the business's strategic direction.
- ▶ Baseline assessment ensures meaningful behaviour change and business impact.
- ▶ The hearts and minds of delegates are prepared to get the most from the journey.
- ▶ Delivery through the hybrid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



# STRATEGIC LEADER

## Module Structure

1

PRE-WORK

### Prepare for the Journey

- ▶ Assess the leadership needs of your executive role within the current organisational context
- ▶ Complete assigned pre-reading
- ▶ Download learning materials

2

STRATEGIC  
SYSTEMS  
THINKING

### Raise Your Level of Strategic Thinking

- ▶ Explore the Viable Systems Thinking model
- ▶ Consider the effect of the new insight within the organisational context
- ▶ Explore scenario planning within various strategic timeframes

3

CUSTODIAN  
OF  
CULTURE

### Explore Your Role as Custodian of Organisational Culture

- ▶ Understand how reputation and level of influence and authority impact the organisation
- ▶ Recognise the impact of Who I am and Who We Are
- ▶ Design and harness the culture of the future

4

BALANCING  
PROFITABILITY  
AND  
SUSTAINABILITY

### Sensitive Appraisal of the Particular Situation of Each Strategic Business Unit

- ▶ Creative ways to identifying and deal with less visible opportunities
- ▶ Consider the art of balancing profitability with business sustainability
- ▶ Tools and methodologies that support tough decisions in the real world
- ▶ Craft the enterprise for the future

5

EXECUTIVE  
LEADERSHIP  
RESPONSIBILITY

### Raise Your Leadership Game to World-Class Standards

- ▶ Raise your level of humility, wisdom and maximise your pivotal impact in the enterprise structure
- ▶ Finesse your ambassadorial presence
- ▶ Embrace vulnerability and double loop learning (I can be wrong)
- ▶ Explore and learn from other great leaders

6

VALUES  
AND  
ETHICS

### Values and Ethics for Sustainable Business Success

- ▶ Values and ethics in the world of business (philosophical discussion)
- ▶ Ethical frameworks that sharpen business thinking (multiple perspective)
- ▶ Shift from rules-based to principal-based thinking in a future focused ethical framework

7

EXECUTIVE  
COACHING

### Engage With Your Executive Coach

- ▶ Work with a professional Executive Coach, your go-to support for the duration of the programme
- ▶ Invest in this trusted confidante whose mission is to create a safe space where you can deepen your leadership effectiveness

8

LEADERSHIP  
CONVERSATIONS

### Participate in Leadership Conversations With Your Peers

- ▶ Join our exclusive executive community for ongoing leadership conversations
- ▶ Access further leadership tools and frameworks which can be applied within your organisation
- ▶ Access on-going Executive Personal and Business coaching and support

# 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.**

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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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LEARN



LEAD



LEVERAGE

[www.h3academy.com](http://www.h3academy.com)

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