



NINE CONVERSATIONS IN LEADERSHIP™

UNLOCK YOUR CAREER POTENTIAL

OVERVIEW

This programme is designed to develop leaders and change organisations through a series of nine facilitated, structured conversations. Leaders engage in these conversations with a learning community of peers – a ‘cell’ of leaders from their organisation.

By working in groups, leaders are able to relate the conversations to their organisational context and challenges, build a shared language, deepen trust and support networks within the organisation, and accelerate their development by learning from their peers. Leaders also develop a personal development plan supported by a leadership 360° assessment.



WORLDVIEW
ACADEMY
FOR ORGANISATIONAL CHANGE

UCADEMY
LEVEL UP



BENEFITS

Having leaders participate collectively in this leadership journey narrows the leadership divide and unites organisational leadership by adapting to their organisation's context.

This process creates both personal leadership development and organisational leadership alignment, which significantly enhances the organisation's ability to drive change.

The magic happens in the shift from thinking and doing to engaging and exploring, then doing – conversations go beyond the obvious or the urgent, to make sense of situations and concepts and relate them to leaders' own leadership effectiveness.



DURATION

9 half-day sessions over a period of 4 to 9 months



TARGET AUDIENCE

This programme is best suited for senior leadership teams within an organisation.



BATCH SIZE

4 – 12 leaders per group is ideal but we can accommodate bigger groups.

INCLUDED IN THIS PROGRAMME

- Printed workbooks containing theory, space for notes and a personal development plan
- Access to the podcast platform (all theory is available on Spotify and Youtube). Leaders have the option of reading the pre-work or listening to the podcasts
- Pre-workshop assignments (reflection exercises to unpack in the workshops)
- Project management/logistics support, e.g. booking of sessions, sending reminders, pre-reading, attendance registers, feedback surveys, etc.
- An online Leadership 360° assessment (unpacked in conversation 8)
- Graduation Certificate (upon completion of pre-assignments and 80% participation)

LEARNING MODEL

Pre-reading

Leaders work through required theory prior to each conversation. This theory draws together a wide range of global perspectives, so that everyone enters the conversation with a foundational knowledge base.

Individual Assignments

Before each conversation, an individual workplace-related assignment is completed. Assignment are not marked, but circulated to the cell, allowing peer learning and seeing the organisation and topic through others' eyes.

Conversation and engagement

The conversations bring the leaders together to reflect, discuss, debate, unpack and collaborate on the issues and themes of the conversation. They build shared mental models, identify opportunities for action, create alignment and deep insights.

Action Projects (individual or collective)

Leaders are challenged to identify an issue or challenge in the organisation, and take action on it. Action projects are a change catalyst for organisation growth and personal development.



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Conversation 1: GETTING STARTED This conversation serves as a preparation for the leaders and an introduction to the Nine Conversations in Leadership™ journey. In this conversation, leaders should: • Begin to develop a shared vocabulary and common understanding of leadership. • Discuss “Am I the leader I want to be?” and “Am I leading in the way I want to lead?” • Define what ‘good leadership’ looks like in this organisation thereby start building the leadership brand. • Confront the leadership choices you face on this journey. • Begin the Nine Conversations in Leadership™ Personal Development Plan.	Conversation 2: VISION Creating a vision that serves to both inspire and direct the community is one of the most important functions of a leader. In this conversation, leaders should: • Engage with vision theory and apply it to your organisation. • Identify the links between purpose, values, vision and strategy. • Explore your commitment to the vision, values and purpose. • Confront the leadership choices you face on this journey. • Broaden your understanding of the leader’s role in vision. • Build a foundation to articulate an inspiring, powerful vision and role model the vision consistently.	Conversation 3: COMMUNITY Community is critical to leadership, as leaders function within the circles of influence of multiple stakeholder communities, all of which impact leadership effectiveness. In this conversation, leaders should: • Locate yourself within various stakeholder communities. • Value being open to influence by your community. • Recognize the nuances of the community – including culture, stakeholders and diversity. • Identify leadership tools to develop and empower successful communities. • Appreciate the importance of appropriate governance structures.	Conversation 4: ALIGNMENT Alignment is a critical component for harnessing the community’s energy and resources to achieve the organisation’s vision. In this conversation, leaders should: • Explore alignment in the context of current organisational challenges. • Identify how to harness the energy of the organisation to deliver results. • Compare the tangible and intangible components of organisations. • Explore the choice between head-centric alignment and heart-centric alignment. • Be receptive to alignment opportunities that emerge from different parts of the organisation.	Conversation 5: TEAMS Leaders are involved in building teams, leading teams and participating in teams. They have shifting roles in team evolution and, depending on the maturity of teams, may act as leader or play more of a coaching role. In this conversation, leaders should: • Identify the appropriate use of teams and value the contribution that teams can make. • Recognise how to diagnose common team problems. • Value and identify how leaders can develop and impact teams effectively. • Be sensitive to your personal impact on teams. • Be able to role-model effective team behaviours.
Conversation 6: DEVELOPING INDIVIDUALS The ability to develop individuals is critical to personal and organisational success and a key responsibility of leadership. In this conversation, leaders should: • Identify opportunities to accelerate the development of individuals. • Locate individual development in the context of the organisation’s talent management strategy. • Value trust and respect as the foundations of developmental relationships. • Be able to apply appropriate development tools. • Role-model ongoing personal growth and development.	Conversation 7: ENERGY Energy management and wellness are key contributors to leadership development and the achievement of a fulfilled, successful life. In this conversation, leaders should: • Understand the principles of wellness, balance and energy and the factors that affect energy levels. • Explore the four kinds of energy – physical, emotional, intellectual, and spiritual. • Recognise the impact of your energy levels on own performance and on other people. • Learn to implement positive energy rituals in daily life. • Identify how to use stress and recovery cycles to maximise energy.	Conversation 8: SELF Self-leadership is the conscious and purposeful mastery, development and nurturing of our inner selves. In this conversation, leaders should: • Recognize that continuous self-development is possible. • Be able to grow personal mastery using models and tools of self-development. • Evaluate feedback and assess strengths and development areas in all dimensions of leadership. • Have updated a Personal Development Plan (PDP) that reflects new awareness and insights	Conversation 9: MOVING ON Leadership development is an ongoing, lifelong journey of discovery and learning. Celebrating the shared journey helps you prepare to continue on the growth path that lies ahead. Peer support is a critical element for sustaining you through feedback, support and shared challenges. In this conversation, leaders should: • Evaluate what you have learned and the changes you have made during the programme. • Celebrate having shared the Nine Conversations in Leadership™ journey with your leadership cell. • Consider committing to leadership development as a lifelong journey. • Review your action plans as expressed in your Personal Development Plan. • Consider the next steps to developing other leaders in your organisation or community.	LEARNING MODEL  PRE-READING Reflecting on global wisdom  ASSIGNMENT Workplace related - apply theory to your experience  CONVERSATION Dialogue, insight, learning  ACTION PROJECTS Taking insights and putting them into action



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