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Agile Leadership in Action

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Alchemy
by Deloitte

Agile Leadership in Action

Organisations are increasingly expecting people to embrace continuous change as a reality via digitally enabled channels. However, the premise by which these companies operate to support their people first needs to evolve for this to be sustainable. There is no better example of that than the recent COVID-19 outbreak and the global rush at technology and non-technology organisations alike to adjust and adapt to an entirely new market and new way of working.

The aim of this course is to equip leaders with the skills required to confidently navigate barriers, and enable behavioural change.

The nature of this course is highly interactive and impactful over 5 virtual sessions.

The course is aimed at: Middle to Senior Management in the organisation

Course Objectives

- To gain personal insights as a an inclusive leader
- To better understand how to lead with agility in the context of the future of work
- To learn how to lead and build resilience through a crisis
- Identify improved ways of leading teams and driving agile collaboration
- Designing a high impact organisation

This course includes

- 10 hours of virtual learning - 5 (x2 hour) session hosted via Zoom
- Access to impactful guest speakers
- Access to thought leadership relevant to topics covered.
- Practical experimentation through group activities
- A facilitated business chemistry assessment

Modules

- Personal Mastery & Emotional Intelligence (EQ)
- The Role of a Leader
- Leadership Resilience
- Creating Agile Teams
- Strategic effectiveness

Cost

R12 500 excluding VAT



Deloitte Alchemy Faculty



Trevor Page

Partner: Human Capital

Deloitte Consulting

Trevor Page is a Director (Partner) with Deloitte South Africa and the Global Leader for Organisation Design in the Human Capital practice. He specialises in Human Capital Consulting in the Financial Services Industry and Public Sector. Between December 1999 and November 2004, Trevor was the Practice Leader for Human Capital Services at Deloitte Consulting Southeast Asia. He has worked on large scale HR and business transformation projects in Singapore, Malaysia, Thailand, South Korea, Hong Kong, Macau, South Africa, Mauritius and Turkey. He has directed and managed projects in three key areas: HR Strategy, Process and Technology Design and Implementation; Strategic Organisational Change including change management and training for large systems implementations; Large scale business transformation and Organisational Design.



Fortune Gamanya

Associate Director: Human Capital

Deloitte Consulting

Fortune is an Organisational Development Strategist with extensive experience in strategy formulation, design and delivery on organisation wide leadership development initiatives, strategic cascading of organisational objectives and Lean management transformation. She is passionate about creating organisations that are fit for human beings.

Experience:

Formulation of Organisation strategy and objectives across industries.

Aligning organisational capability to the strategy and objectives.

Designed and delivered customised corporate learning programmes across industries.

Implementing broad spectrum organisation development initiatives for sustainable human capital growth. Facilitation of change for large cultural transformation projects.

Design and implementation of talent management strategies across industries.

Development of strategic performance management frameworks and cascading through the organisation.

Formulation of leadership brand and cascading it through out the organisation.

Design and delivery of Organisation Development strategies and implementation.

Facilitating behavioural shift in executive leadership teams. Extensive experience in Africa, Asia, Europe and the Middle East.

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Erica Volini

Principal: Global Human Capital Leader
Deloitte US

Erica is the Global Human Capital Leader for Deloitte Consulting. She is also a member of the Global Consulting Executive leading Cross-business Collaboration.

In her Human Capital role, she is responsible for practitioners worldwide focused on helping organisations solve their most complex and pressing Human Capital issues. In today's world of constant disruption, those issues include: Determining the future composition of the workforce; Enabling the digital organisation; Managing the cost of labour; and Optimising the employee experience—all centred around how to optimise the intersection of people and business performance.

Throughout her 20-year career, Erica has worked with some of the world's leading organisations across multiple sectors and geographies and is a frequent speaker on how market trends are impacting the HR organisation and profession as a whole. Within Deloitte, she serves as a member of Deloitte Consulting's Management Committee and Board of Directors.



John Brodie

Consulting Director
Deloitte Consulting

John is currently a Consulting Statutory Director in the Africa Human Capital team and is responsible for Leadership Services and represent HC in the Consumer Services Leadco. He has worked in organisational, strategy, leadership development talent and change management and executive search across a broad range of industries and has extensive experience in the Europe, Middle East and Africa region. A significant portion of this transformation work has focused recently on the future of work and building "digital" organisations. This work has been primarily with multinationals at executive and senior levels with a primary focus on executives and their teams. In this he has learnt how to leverage both virtual and high impact contact interventions to develop leaders, align culture and cascade strategy.

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Dave van der Merwe

Associate Director: Human Capital

Deloitte Consulting

Dave is in the Human Capital Leadership. He is a lead facilitator in the Deloitte CxO accelerator labs. He focuses primarily on the Energy & Resources Services team, which focuses on executive readiness, transformation initiatives and leadership pipeline sector. Dave has extensive experience, strong leadership skills and strategic thinking capability. Dave brings extensive experience to his work in Leadership Services, which includes expertise in leadership transitions, finance transformation, capital project strategy, corporate strategy, value based management, mergers & acquisition integration and strategic sourcing. Dave has had executive responsibility or led teams in finance, human capital, payroll, safety, procurement, environmental and plant departments. He has also had executive oversight of large systems implementations. Dave has a passion for unlocking value and has been influential in training and leadership development in an array of sector and companies. His clients have included amongst others Sasol, Aveng, City Power, Group Five, AECl, DBSA, African Rainbow Minerals and Philips.



Jolandi Yeates

Senior Manager: Human Capital

Deloitte Consulting

Jolandi is an Industrial Psychologist with 14 years' experience in management consulting within the Organisational Development context and across the Human Capital value chain. She currently specialises in Leadership Development and Culture Transformation. Her experience has covered various sectors, predominantly consulting to financial services, mining, government, energy and chemical. She has a strong background in the application of psychometric assessment tools to inform her leadership development practices. She demonstrates experience in the facilitation of personal and team mastery; team alignment and strategic alignment interventions and projects. Jolandi is also an accredited life congruence coach. She has demonstrated a proven ability to lead and contribute to complex projects across various industries. Her strong networking skills allow her to quickly establish working relationships with a range of stakeholders at all levels. Jolandi is a thought leader in human behaviour within the workplace. She is a strategic and integrative thinker who is passionate about bringing humanity back into the working environment and preparing leaders for multiple futures.

Deloitte Alchemy Faculty



Gareth Kingston

Senior Manager, Human Capital

Deloitte Consulting

Gareth is an experienced Strategic Change Lead specialising in organisational transformation. He plays in the learning, collaboration and change space where he has delivered a number of complex initiatives. He enjoys using innovative problem solving techniques such as graphic facilitation, design thinking and experiential learning in delivering meaningful results to clients.

Relevant experience:

Developing human/client-centred design strategies and roadmaps; Co-Innovation across disciplines and Clients. Strategic, tactical and operational value delivery

Background and Interests/Professional Affiliations:

Gareth is drawn to the intersection of learning and application and is driven by a passion to take clients on a journey to seek out unexpected opportunities, innovative solution development and sustained value.



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