



**DEVELOP YOUR  
LEADERSHIP POTENTIAL  
MANAGEMENT DEVELOPMENT  
PROGRAM 1**



**REDEFINE**  
HUMAN CAPITAL

## Stop Doing, Start Leading

Your team is ready for you to lead it!

Transition from a high performer into an effective leader.

### Who should attend

- Leaders who have been recently promoted into management or supervisory positions
- High potential or top-performing employees who are considering the jump into management
- Anyone who is responsible for growing new leaders in their organization

Develop Your Leadership Potential: Stop Doing, Start Leading is perfect as a foundational component within internal future leaders or high potential programs at an organization or within a department.

It's a trap! We have a tendency to promote our top performing employees into leadership positions. We assume that a high-performance employee can immediately translate into an effective high-performance leader. The fact is that the skillset and mindset are completely different, and the transition can be difficult, often resulting in failure. Making it even more challenging is having to manage former peers. It's hard on your new leader because they have to shift from being accountable for their own performance to being accountable for the results of others. It's hard on the organization because you lose the work output from their prior role while gaining a leader who is learning on the job.

Avoid these common traps and start building your leadership pipeline. Give your emerging leaders and your high potential employees the skills to transition from a high performer or a good supervisor into an effective and engaging leader.

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## Develop Your Leadership Potential:

Stop Doing, Start Leading goes beyond traditional leadership training programs because it focuses on the essential skills that are necessary to build strong teams and equip new leaders with the right attitudes to step up and take charge. This program is specifically designed to address the challenges that new leaders face, to help them change their mindset, and to give them confidence with proven strategies and tools that are used by the most successful leaders.

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## Course Objectives

- Increase self-awareness to recognize blindspots, areas for competency development and increase your leadership credibility.
- Model effective interpersonal communication and communicate with authenticity.
- Be ready to lead through change, take on new initiatives, and develop your team members into top performers.
- Convey honesty, integrity, and accountability to inspire and influence others and engage followers.
- Apply proven human relations techniques that will motivate and empower your team.
- Use authority and influence appropriately to achieve organizational goals and objectives.

## What you will learn

Discover your unique strengths as a leader and develop additional competencies that will help you achieve the skills and characteristics that can push you to the next level of success as a leader in your organization. Work through others in a trusting and dynamic relationship to gain connection, cooperation, and collaboration.

**Expect Thoroughly Trained Trainers:** The participants in Develop Your Leadership Potential: Stop Doing, Start Doing are made up of both formal and informal leaders. Psychological Safety is emphasized to create a safe place to try out new skills and ideas. Each participant will complete the Five Lenses assessment and be debriefed by a coach as part of the Management Development Program.

**Expect Breakthroughs:** Each time a new skill is introduced, it is practiced the 'right' way and coached in the moment before moving it out into your life and work. Once a skill has been tested with clients, team members, and others, the group holds itself accountable by reporting back on what did or did not work. This social learning approach makes it possible for everyone to learn from each other's efforts. By experiencing a series of successful attempts with positive reinforcement, habits are changed, and new skills are ingrained

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## Primary Competencies

- **Influence:** Consistently directs situations and inspires mutual commitment and an all-win outcome.
  - **Interpersonal skills:** Consistently builds strong, long-term relationships both inside and outside the organization.
  - **Communication:** Practices active listening supported with relevant oral and written information.
  - **Change management:** Seeks opportunities to redirect self, others, and processes to transform the organization.
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# ACCREDITATION

The assessment is accredited by  
FIVE LENSES Diagnostic Tool



The Five Lens Assessment Development Platform is a set of products, processes and methodologies designed to maximize human performance. This dynamic approach to measuring and reporting on behaviour takes into account the complexity of human behaviour.

Our coaches are accredited by  
GOPEAK and COMENSA



Our Coaching Plans are highly customisable to meet you at your point of need. All our coaches are experienced entrepreneurs themselves, which means they understand the dynamics of adapting business practices and objectives on-the-go. We are affiliated with both national and internationally accredited coaching, training and accreditation bodies, to give you peace of mind and assurance of our professionalism.

## GET IN TOUCH

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African leaders in specialist training