

Momentum

A comprehensive 4-month Leadership Development Program for leaders at all levels

Kwela is pleased to bring you **Momentum** - our tried and tested approach to leadership development that will help you realize your full potential as a leader, results guaranteed! **Momentum** is a powerful leadership program designed to help you develop a solid foundation of essential leadership skills. Delivered over four months, **Momentum** incorporates many of the best practices in leadership development and ensures success by approaching leadership as an iterative and on-going process.

Participants in **Momentum** acquire core leadership skills while also experiencing personal and professional growth through their work with an expert coach. Additionally participants benefit from the opportunity to learn with like-minded individuals in other organizations and industries. As a result **Momentum** is the ideal solution for organizations that lack the critical mass or budget to implement an in-house leadership program.

Learning Strategies

Momentum incorporates the following learning strategies for maximum impact:

- 360° assessment and reassessment.
- Individualized personal development planning.
- Personal one-on-one coaching.
- Interactive leadership skills workshops.
- Iterative learning spread over four months.
- Sponsor involvement.
- Quality training and coaching from facilitators who have experienced “life in the trenches”.

Outcomes You Can Expect

- You will be perceived as a stronger leader, and will have data to prove it.
- Your work will be more satisfying, and you will know how to keep it that way.
- Your team will also show corresponding improvements in engagement, and will be more likely to succeed as a result.

Intended Audience

Momentum emphasizes a high proportion of personalized learning via 360-degree feedback and coaching, and is suited to multiple levels of experience, including team lead, manager and director levels. It is also suited to people in matrix management roles with no formal direct reports, such as Project Managers.

Program Timeline

Momentum is delivered over approximately 4 months and is typically organized as follows:

Weeks

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| 1-2 | 360-Degree Feedback Survey: Administered on-line. |
| 3 | 1-on-1 Coaching Session: 360-degree feedback debrief & development planning with personal coach. |
| 4 | Sponsor Meeting: 3-way meeting with sponsor, participant and coach. |
| 7 | Leadership Skills Workshop 1: Management Basics
1 day session |
| 10 | 1-on-1 Coaching Session: Follow-up session to review progress & fine-tune action plan. |
| 14 | Leadership Skills Workshop 2 Advanced Management Skills
1 day session |
| 18 | Mini-Feedback Survey: administered online. |
| 20 | 1-on-1 Coaching Session: Feedback session to receive survey results and plan next steps.. |

Our Guarantee

For any participant who is not completely satisfied, or who does not show a measured improvement in leadership skills, as perceived by others in the mini-feedback survey, Kwela will offer a full refund, provided all sessions were attended.

Momentum Overview

Momentum is delivered in 3 phases—an approach proven to deliver amazing and measurable results, while limiting time and dollar costs to your organization. The key success factor is the program’s focus on doing things **differently and more effectively on the job**, as opposed to just doing extra work.

Modules

360-Degree Feedback: We begin by capturing feedback from all around you (i.e. boss, peers and direct reports) using a confidential online tool. This important feedback forms the basis of your personal development plan.

Personal Development Planning: We help develop a single overarching goal that will make a **significant difference** to your effectiveness as a leader and is something you **want to work on**. Your goal is turned into actionable steps, which you carry out back on-the-job, with guidance from your coach.

Your Personal Coach: Your personal coach works with you to develop and execute your plan through three scheduled meetings, and ongoing informal contact throughout the program. Your personal coach is there to help you succeed.

Sponsor Meeting: A 3-way meeting is held between your sponsor, yourself and your coach to ensure the sponsor is aligned with your personal development goal, and to identify any organizational support you need to succeed.

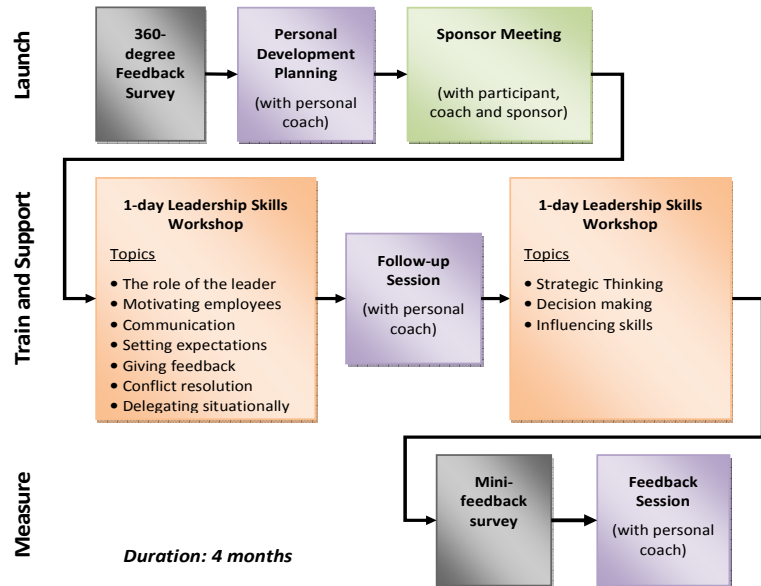
Leadership Skills Workshops: Essential skills are delivered through workshops that are packed with experiential learning and are directly relevant to your personal development plan.

Workshop 1 covers management basics, including motivating others, performance management and being organized.

Workshop 2 covers advanced topics relating to strategy, driving change, and negotiating with peers.

Mini-Feedback Survey: A customized survey is executed at the end of the program to measure progress and provide confidential feedback on the extent to which you were able to reach your personal development goal during the program.

Feedback Session: Your personal coach will provide you with feedback from the mini survey, review progress, and help you explore next steps in your leadership journey. Subsequent to this session, you will receive a certificate of completion.



About The Facilitators

Russel Horwitz, Principal: Russel’s expertise includes leadership development, communication, conflict resolution, personal coaching, and talent management plus over 14 years in management roles in the high technology/engineering. He holds a coaching certification from the International Coaching Federation (ICF), and a Masters degree in Engineering from the University of Cape Town, South Africa.

Nic Tsangarakis, Principal: Nic’s human resources expertise includes strategic planning, design/delivery of leadership and management development programs, design/implementation of performance management systems, and team building facilitation. Nic has an honours degree in Industrial Psychology, and a Masters degree in Operations Management from the University of Cape Town, South Africa.

Fees & Registration

Fees: **Momentum** Leadership Development Program - \$2,250 (plus GST)

To register: please contact Kwela Administration at admin@kwelaleadership.com or call (604) 417-7188. Payment can be prepaid by cheque or VISA, or paid upon receipt of invoice with the provision of a company purchase order.

Cancellation policy: Momentum is considered to have started when the 360-degree feedback surveys are administered. A full refund will be issued with a minimum of 30 days written cancellation notice; a 50% refund will be issued if 16-29 days cancellation notice is received. There is no refund for cancellations made 1-15 days before the start of the program, since we are less likely to fill spots at the last minute, however, an alternate participant from the same organization may be substituted, provided this occurs before the close of registration date.