

Luthando Skills & Training

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An Intensive 5-day Training Course

Managing Self and Leading Others

Leadership Competencies for Leading Yourself and Others

Classroom sessions

Date	Venue	Fees
23-27 June 2025	Sandton	R 16,999

INTRODUCTION

The Managing Self and Leading Others training course is an interactive **5-day** self management course designed to enhance the self-management leadership and people leadership abilities of participants. The training course is split into two modules: Leading Yourself and Leading Others. In the first module, participants delve into the psychological dynamics that influence their thought processes and behaviour, learning how to master these dynamics to achieve personal success. The second module focuses on effective leadership strategies, team motivation, and building high-performance team environments to deliver outstanding results.

Throughout this self management training course, a blend of adult learning techniques such as group discussions, video case studies, and self-reflection exercises is employed to ensure the active engagement of participants and provide opportunities to link the learning to real-world challenges directly. By nurturing self-awareness and applying powerful self-development techniques, participants can elevate their careers and maximize their effectiveness as confident, charismatic individuals with a strong understanding of their strengths and weaknesses.

Organizations that invest in this training course will benefit from proactive employees who lead by example, increased levels of motivation, and reduced absenteeism caused by poor management behaviours. Meanwhile, attendees can expect improved career prospects, increased self-awareness, and honed leadership skills that lead to a positive impact on their teams. The course is suitable for a wide range of professionals, including newly appointed managers, supervisors, team leaders, and anyone looking to enhance their skills in leading both themselves and others.

Outline Introduction

Increasing your agility and elevating your leadership and self management skills for remarkable success:

It is said that in order to lead others well, we first have to be able to lead ourselves. The most successful business professionals understand this intuitively, and invest equal amounts of time in developing both their self leadership and their people leadership abilities. Managers who have a strong understanding of their own strengths and areas for development, and of the beliefs and values that drive their behaviours, are frequently the ones who are able to role-model the behaviours they expect from others and engage and inspire their teams at a superior level as a result.

By participating in this exciting 5-day Managing Self and Leading Others training course, delegates have a unique opportunity to develop both their self management, leadership and their people leadership abilities. During the first week of this managing self training course, participants will engage with the psychological dynamics that influence their own thinking and behaviour, and learn how to master these dynamics to create remarkable personal success. In the second week of this course, delegates will discover how the most effective leaders achieve results with other people, and how teams can be engaged, motivated and inspired to deliver outstanding performance and produce exceptional results for their organisations.

This **Luthando Skills** Managing Self and Leading Others training course will highlight:

- Creating self awareness as a foundation for exceptional self leadership
- The 7 psychological habits of highly effective people
- Utilising agility to achieve results with others
- Techniques for building a high-performance team climate
- Developing others to achieve remarkable results for the organisation

MODULES

This training course is split into two modules:

MODULE I - [Leading Yourself](#)

MODULE II - [Leading Others](#)

Each module is structured and can be taken as a stand-alone training course; however, delegates will maximise their benefits by taking Module 1 and 2 back-to-back as a 5-Day training course.

TRAINING OBJECTIVES

At the end of this Managing Self and Leading Others training course, you will have learned how to:

- Apply powerful self development techniques to elevate your life and career
- Increase your effectiveness and develop into a confident, charismatic individual
- Understand your own leadership behaviours and preferences
- Motivate, influence and inspire your team towards outstanding success
- Build a highly agile team environment

TRAINING METHODOLOGY

This Managing Self and Leading Others training course utilises a blended learning approach, and it employs a variety of adult learning techniques such as action learning, group discussions, video case studies and self reflection exercises. The resulting variety helps delegates to stay engaged throughout the course, feel challenged and draw quick wins for their own development. It also ensures delegates will receive opportunities to link their learning to the real-world challenges they face back in the workplace.

Organisational Impact

Organisations of those who attend this Managing Self and Leading Others training course will benefit in a number of ways:

- Benefit from proactive employees who lead by example
- Cultivate an environment in which people thrive and contribute
- Gain co-workers who take the initiative and go the extra mile
- Increase levels of motivation and engagement throughout the organisation
- Reduce disengagement and absenteeism caused by poor management behaviours
- Build a workforce that thrives and that pulls the organisation forward

Personal Impact

Attendees will benefit in a variety of ways:

- Increase your career prospects and chances of promotion
- Benefit from increased focus, energy and psychological well-being
- Become a master of the art of personal effectiveness
- Increase your impact as a manager and leader
- Understand your leadership behaviours and the impact they have on others more clearly
- Raise your leader profile and your levels of influence

WHO SHOULD ATTEND?

This **Luthando Skills** Managing Self and Leading Others training course is suitable to a wide range of professionals but will greatly benefit:

- Newly appointed Managers, Supervisors, and Team Leaders
- Functional, Divisional, and Regional Managers
- High potentials and individuals earmarked for future leadership roles
- Middle and Senior Managers wishing to brush up on their ability to lead people
- Anyone who wishes to increase their skills for leading themselves as well as others

SEMINAR OUTLINE

Module 1: Leading Yourself

Day 1

Building a Solid Foundation of Self Awareness:

- Self-Awareness: who am I?
- Creating your personal vision and mission statement
- Personality psychology and psychometric tools
- Learning agility
- The art of seeking and obtaining feedback
- Leveraging the power of the SWOT analysis

The Power of Self-Leadership:

- Understanding the psychology of self-leadership
 - The psychological traits of successful individuals
 - The seven habits of effective people
 - Goal setting and motivation
 - Understanding personal development
 - Developing powerful self-coaching skills
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Day 2

Leveraging Emotional Intelligence :

- Emotional intelligence – a brief history
- The difference between IQ and EQ
- Applied emotional intelligence in the workplace
- The connection between agility and emotional intelligence
- The art of self-mastery
- Emotional intelligence and change

Building Personal Effectiveness:

- Confidence, self-belief - and how to attain it
- Fostering an agile 'growth mindset'
- Mental toughness and life success
- Beating fear of failure - breaking out of your comfort zone
- Applying time management principles

Relationship Management:

- 'No man is an island' – the power of networking
 - Enrolling and winning over others
 - Communication Skills
 - Stakeholder management
 - Transactional analysis
 - Next steps
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Module 2: Leading Others

Day 3

Leadership Self Awareness – The Foundation of Success:

- The pivotal impact of leaders and managers
- The difference between leading and managing others
- Exploring your leadership style preference
- Characteristics and competencies of effective leaders
- Leveraging the growth mindset to increase your learning agility
- People management theories – from past to present
- Leadership skills for the 21st century

Building and Shaping Successful Teams:

- Creating an agile, high-performance team climate
- Team reflexivity and the self-coaching team
- Understanding team roles
- Creating an exciting vision for your team
- Creativity, innovation and team success
- The importance of empowering and enabling your team

Day 4

Developing High Performance in Others:

- From performance management to performance development
- Fostering learning agility within your team and Direct Reports
- Coaching and mentoring for high performance
- Motivation fundamentals
- Leading with emotional intelligence

Leading Others Through Change:

- Leading versus managing change
 - What drives change?
 - The Kubler-Ross change curve
 - Organisational change models for change leaders
 - Fostering resilience and a growth mindset
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Day 5

Communicating Effectively:

- The fundamentals of effective communication
- Handling team conflict
- Dealing with difficult individuals in conflict situations
- Giving and receiving effective feedback
- Giving powerful presentations
- Next steps

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