

LEADERSHIP DEVELOPMENT – OVERVIEW

Who we are



A BOUTIQUE ORGANISATION THAT SPECIALISES IN BESPOKE LEADERSHIP PROGRAMMES

More than
20 YEARS EXPERIENCE

working with both private and public sector organisations



HAND-PICKED TEAM OF INTERNATIONAL FACILITATORS

Runs leadership programmes and interventions in over 25 countries across five continents: Africa, North America, South America, Europe, the Middle East and Asia



Has specialised expertise in Women in Leadership programmes including Johnson and Johnson flagship Global Women in Leadership programme

How We Work

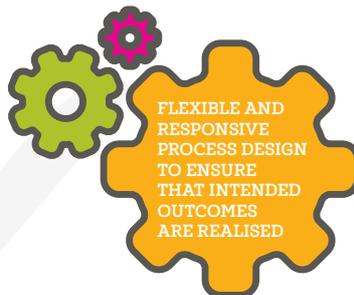


Processes characterised by energy, engagement, practicality, reflection, confidence and play



TRACKS THE LATEST ADVANCEMENTS IN LEADERSHIP PRACTICE TO MEET THE EVOLVING NEEDS OF COMPANIES

PASSIONATE ABOUT EXCELLENCE AND COMMITTED TO DELIVERY



FLEXIBLE AND RESPONSIVE PROCESS DESIGN TO ENSURE THAT INTENDED OUTCOMES ARE REALISED

DEVELOPS INSIGHTFUL LEADERS OF SUCCESSFUL, SUSTAINABLE ORGANISATIONS IN THE 21ST CENTURY



A TRACK RECORD FOR VISIBLE IMPACT ON BEHAVIOUR WITHIN ORGANISATIONS AND COMPANIES



Values

COMMITTED TO SOCIAL DEVELOPMENT INVESTMENT IN



EDUCATION



ENVIRONMENT

Corporate Pledge Partner with **Greenpop**, a non-profit organisation with a mission to plant trees, green communities and activate environmental stewards across Southern Africa



SUPPORTS TSIBA BUSINESS SCHOOL THROUGH A BBBEE TRUST



INSPIRED BY CONTEMPORARY, CONSCIOUS, DIVERSE, RELEVANT AND ETHICAL LEADERSHIP PRACTICE



Collaborative relationships are at the heart of the work



WORK PHILOSOPHY

PRACTICE BUILDING

We build leadership practice through our learning programmes. This is quite distinct from leadership training because we focus on the translation of leading edge thinking, approaches, and tools into sustained personal and organisational practice, and not just on the acquisition of knowledge. The emphasis is on tangible shifts in leadership behaviour.

To this end, we work:

- From who the leader is to what the leader does
- In partnership with the wider business to understand and engage strategic imperatives through the learning

CUSTOMISATION

Each intervention is designed with the unique configuration of the context, client and group in mind. The work is undertaken in partnership with the client and undergoes intensive review after each phase to ensure continuing alignment with the organisation. Each iteration of ongoing processes is subject to rigorous refinement. The intention is to deepen impact of the learning; include the latest advancements in leadership practice and stay relevant to the evolving needs of the company.

FEEDBACK

All processes are designed with rigorous feedback forming a part of the programme. Space is created for both verbal and written assessments, while constant reflection and evaluation is encouraged. Feedback takes place between participants, between facilitators and participants, and between facilitators and their clients.

APPLICATION

To facilitate shifts in behaviour, it is essential to create the opportunity for practice. For this reason, the processes are phased with time to apply learning between sessions. Elements of leadership practice are introduced and gathered into learning strands. These strands are layered across the modules. In each session, the learning strands are deepened for increasing mastery in each area. The learning strands are developed in line with the leadership framework at work in the client organisation and this framework is used as a foundation for tracking progress and development.

FACILITATED APPROACH

Energy, engagement, practicality, reflection, consciousness, confidence and play characterise our processes. Our approach to facilitation is immediate, responsive and fluid. We focus on the energy, engagement and connection within the group and adjust the process design constantly to ensure not only that the intended outcomes are realised but also that each group leaves with strengthened relationships and heightened energy.

IMPACT

By taking the learning back into everyday leadership practice within the organisation, participants in our processes consistently reflect significant shifts in their ways of working and demonstrate tangible results in their businesses. Our work has a track record for sustained, visible impact on behaviour.



GLOBAL SCOPE



CLIENTS:

- Adcock Ingram
- Allan Gray
- BMMI
- Discovery Health
- European Winter School on Health Leadership
- Game Africa
- Janssen
- JD Group
- Johnson & Johnson
- Massmart
- MMI
- Nestle
- Old Mutual
- RCL Foods
- Sanlam
- South African Breweries (SAB)
- South African Revenue Services (SARS) on behalf of Henley Africa Business School
- University of Cape Town Graduate School of Business
- University of Leeds Centre for Innovation in Health Management
- Woolworths Financial Services



ABOUT

CONTRIBUTION

Our aspiration is to contribute to the development of insightful leaders who can rise to the challenges of enabling maintainable human performance and sustainable, successful organisations in the 21st century. In particular, we have immersed ourselves in building and deepening leadership practice, through customised leadership programmes and executive team interventions, with the explicit intention of developing work that is on the cutting edge of executive education globally.

GLOBAL TEAM

We focus on relationships both as a critical area of skills development as well as a key vehicle through which learning is facilitated. Congruence between what we do in the learning process and our business practice is a core value and to this end, collaborative relationships are at the heart of our work. We have partnerships with a select team of international practitioners, facilitators and coaches to deliver these processes in Africa, North America, South America, Europe, the Middle East and Asia. The company is grounded in principles that encourage it to be agile and lean in its design and structure.

BACKGROUND – LIZ DE WET, FOUNDING PARTNER



I have been working as a facilitator for over two decades and I am privileged to be doing work that has consistently inspired, motivated and challenged me. I am driven by an aspiration to constantly stretch the boundaries of what learning can deliver and in service of this, I seek to achieve greater mastery of process design and facilitation. I am passionate about excellence and I am committed to rigorous disciplines in both design and delivery to enable a seamless elegance to each learning experience.

I have a Masters in Drama from the University of Cape Town, which inspired my passion for process design and facilitation, and I have undertaken postgraduate studies in systems thinking for organisational leadership which has added a further cornerstone to the way in which I work today.

Over the years I have worked with corporate organisations, government structures, non-governmental organisations and community based organisations. Working with these different organisations has been an invaluable experience in learning to understand the particular dynamics and challenges of different organisations and to tailor interventions specific to the needs of the context and the client.

Moving forward, I continue to focus on how to contribute to the development of insightful leaders who can meet the challenges of enabling maintainable human performance and sustainable, successful organisations in the 21st century.

CORPORATE RESPONSIBILITY

Liz de Wet Leadership Development is committed to corporate social responsibility. To this end, we have partnered with an environmental organisation and an educational institution.

We are a Pledge Partner with Greenpop, a non-government organisation that plants trees through urban greening and reforestation projects, spreads environmental awareness, and activates people through green workshops across Southern Africa. Social bridging is fundamental to the Greenpop ethos, and the enterprise has the capacity to create work and learning opportunities.

Visit Greenpop: <https://greenpop.org>

We are a BBBBEE Partner with TSiBA (Tertiary School in Business Administration), an independent, not-for-profit business college. Students are largely disadvantaged South Africans who, for academic or financial reasons, would otherwise be unable to access tertiary education. TSiBA's mission is to be an innovative learning community that graduates entrepreneurial leaders who ignite opportunity and social change.

Visit TSiBA: <https://www.tsiba.ac.za>

BE IN TOUCH

Please feel free to get in touch if something has captured your interest or if you have some thoughts around learning in organisations that you would like to explore. It would be good to hear from you.

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