

CSA Leadership Lab[©]

Online Development of Leadership Behaviour

Whereas most leadership programs provide participants with knowledge, the CSA Leadership Lab focuses on BEHAVIOUR. Through the lab journey managers learn to understand, recognise, develop and systematically apply the leadership behaviours that are required for optimal success at their particular leadership level.

The journey:

1



ESTABLISH NEED

Applying The Leadership Pipeline as a meta-framework, we identify the level of management and the leadership challenges that participants face. The Lab journey is confirmed and agreed.

ASSESS

Participants complete online assessments pertaining to personality and participate in leadership simulations such as in-basket exercises, role-plays and/or analysis and fact-finding exercises performed by trained psychologists or psychometrists.

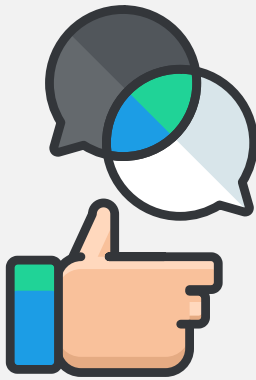
2



FEEDBACK

Participants' leadership strengths and weaknesses are communicated and documented and they are assisted in developing a personal development plan and identifying the behaviours they most want to develop through coaching.

3



COACHING X 3

Coaching of the selected behaviours are done through virtual sessions (minimum of 3 sessions) to enable an on-going practising in real-time for the establishment of new habits.

4



APPLY

Participants practice leadership behaviour on-the-job through assignments agreed to during coaching and keep a journal as portfolio of evidence.

5



REVIEW

After a minimum of 3 coaching sessions, behavioural progress is reviewed and either concluded or additional sessions scheduled.

6



ONGOING REINFORCEMENT

After conclusion of coaching sessions, participants receive further development communication on a regular basis for an agreed period, to further entrench desired behaviour.

7



NEW BEHAVIOUR

Participants flourish in applying the agreed to leadership behaviours within the context of their level of leadership.

8

