

Leadership Development Toward Strategic Thinking

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1. Need background

A need to improve the strategic thinking ability of members of the Boards of Directors/Management.

2 Aim of the Program

2.1 Brief:

Growing awareness on 3 levels (Self, Organization, Environment) toward greater strategic thinking ability.

2.2 Expanded:

Awareness into self and others (Organization) will be grown via the proven tools used by Capacity Trust over the last 8 years within the Namibian market to improve the emotional intelligence of individuals from a variety of backgrounds. The core of this part of the program would be based on the Laws of OUR Nature.

Simultaneously the participants will be challenged to look at the environment within which the organization they are responsible for is operating in. While considering, trends, long term impact, critical analysis and culture. This will be done via a variety of models (4-point trend analysis, I's of Culture, OIEF Model,



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54 JORDAN STREET, PIONIERSPARK, WINDHOEK
P.O.Box 31954, PIONIERSPARK, WINDHOEK, NAMIBIA

TEL: 061 – 222520
FAX: 0886524450
EMAIL: sigi@capacitytrust.com

CSI Model etc.) and insights gained from the CPP and the PVQ (Decision Making Style, Thinking Style, Interpersonal Style, Influence style, Values & Motives, Emotional Intelligence Profile, Derailers).

3. Proposed Programme

3.1. Brief:

The Programme is expected to be achieved over a 9-month process and will be administered as follows:

- Online Assessments
- Personal Face to Face Feedback Session (1.5 hr. at the office of the Director or Capacity Trust for convenience)
- 6 x 1.5-day (11 hrs. each – Full day and Morning) face to face sessions of which 5 will include feedback sessions (based on previous challenges) and groupwork on the feedback. (Administered at a venue of client's choice)
- Total of 8 hrs. online training to supplement the face to face sessions.
- 6 x Executive Coaching Sessions (1.5 hr. at the office of the Director or Capacity Trust for convenience).
- 1 x Return on Investment presentation to the CEO/Leading Manger.

3.2. Expanded:

3.2.1. Singular Intervention:

Assessment Tools to be used:

- Cognitive Process Profile (CPP)
- Personality and Values Questionnaire (PVQ)
- Various Self-Assessment Tools

Feedback Administered by person with the following credentials:

- Qualified Cognitive Process Profile (CPP) Administrator
- Personality and Values Questionnaire (PVQ) Accredited Facilitator
- Holder of a master's degree in industrial psychology
- Registered with the Health Professions Council of Namibia (HPCNA) and
- Registered with the Society of Industrial and Organisational Psychologists (SIOP - USA)

3.2.2. Repeating Intervention

The repeating Intervention consists of the following:

- Face to Face information sharing
- Challenge for group feedback purposes
- Online Training to supplement
- Feedback to group on insights for group work purposes
- Executive Coaching

3.2.2.1 Face to Face 1

Content:

- Personal EQ Report perusal
- Laws of OUR nature
- Critical Thinking Models Introduction
- CSI Model
- 4-point trend analysis
- Independent Minds, Expert Ideas: How to thrive in a changing world – Book discussion and Group Work

Challenge:

- Identify international trends regarding the organization you are affiliated to.
- Identify where your organization currently is in this regard
- Read Independent Minds, Expert Ideas: How to Thrive in a Changing World

Online Supplement:

- Wild Horse Taming (Managing Faulty Thinking)

3.2.2.2 Face to Face 2

Content:

- Presentation on Trends and Feedback
- Groupwork on Trends and Feedback
- Presentation Skills
- Harnessing Trends.
- Corporate Communication Flow
- Power of Questioning
- Listening styles
- Understanding the power of Meaning
- 5 Dysfunctions of a Team – Book Discussion and Group Work

Challenge:

- Identify the in between.
- Research the Culture now.
- Read 5 Dysfunctions of a Team
- Create opportunity to communicate Meaning.

Online Supplement:

- Presentation Skills

3.2.2.3 Face to Face 3

Content:

- Presentation
- Groupwork on short term goal and alignment toward it.
- Groupwork on Culture
- Groupwork on Communicating Meaning
- Strategizing with Culture in Mind



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- I's of Culture
- Ideal Culture and the journey toward it
- Cracking the Corporate Culture Code – Book Discussion and Group Work

Challenge:

- Identify the Culture ideal new
- Initiating the now toward new
- Create an opportunity to communicate Meaning
- Strategize for Meaning distribution with feedback
- Read Cracking the Corporate Culture Code

Online Supplement:

- Derailers (Danger of Strengths Overused)

3.2.2.4 Face to Face 4

Content:

- Presentation
- Groupwork on New Cultures
- Groupwork on way forward toward the new Culture
- Gantt toward the new
- Introduction to OIEF Model & Investment Mindset
- Reflection on Derailers.
- Can we be ahead of the World?
- Blue Oceans – Book Discussion

Challenge:

- Read Blue Oceans
- Identify Blue Ocean Area
- Create a Gantt toward the new Culture



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Online Supplement:

- Building Blocks of Culture

3.2.2.5 Face to Face 5

Content:

- Presentation
- Groupwork on Blue Oceans Idea
- Groupwork on Gantt Chart
- Anchoring Strategy
- Strategy to Impact Internal Factors
- Strategy to influence External factors
- Investment Mindset (now and then)
- Personal Insight – Decision Making Style, Thinking Style, Interpersonal Style, Influence style, Values & Motives
- Elevate – Book Discussion and Group Work

Challenge:

- Design Strategy to Impact Internal Factors
- Design Strategy to influence External factors
- Read Elevate

Online Supplement:

- Laws of OUR Nature Application

3.2.2.6 Face to Face 6

Content:

- Presentation
- Groupwork on Strategies
- Interactive Enquiry
- Feedforward
- Motivation Model



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- Recap on previous face to face's
- ROI Presentation Brief
- Dare to Lead – Book Discussion

Challenge:

- Read Dare to Lead
- Prepare for and Present Return on Investment (ROI) Presentation

3.2.2.7 ROI Presentation

The Importance of receiving the tools necessary for this intervention is ultimately the application of the tools. The return on investment (ROI) presentation serves as the platform for those who underwent this program to apply all the tools and utilize their newly gained skills to present ideas as to how they would like to implement or actively pursue ideas based on the program, that there is a beneficial outcome to the organization for investing in their development.

This presentation not only acts as a platform for participants to use their newfound skills. It also creates an immediate application which in turn can be a starting point for boosting initiative sharing interactions within the organization. Depending on the instance the presentations would be to the highest portfolio involved be it the CEO, Leading Manager or Team Leader.

3.2.2.8 Executive Coaching

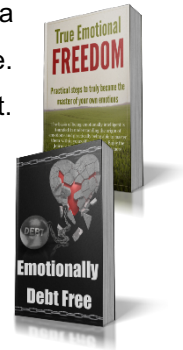
Coaching sessions that will be personalized for each participant to ensure that each participant is up to speed with the lessons, that they can be assisted where they may find difficulties and to ensure that they are able to fully grasp the content. These coaching sessions though personalized to suite the specific individual will still be focused in achieving the aims of the program.

4. Information on Program developers



Siegfried Lange, completed his masters in Clinical Psychology with a master's thesis focusing on the development of emotional intelligence. He has 15 years' experience in Retail, most of which in Management. He worked in a variety of companies like OK Franchise Division (Shoprite), Woermann & Brock and Cashbuild. Siegfried is a well-

known radio and Television personality who has a weekly slot on NBC radio as well as Channel 7 and ad-hoc appearances on Tupopyeni (NBC Television). His books "True Emotional Freedom" and "Emotionally Debt Free" have proven to be 2 of the most well-known Namibian Emotional Intelligence resources available on the market. Currently the President of the Professional Speakers Association.



Coen Welsh, a qualified industrial psychologist with a master's thesis focusing on the Antecedents and underlying Psychological Conditions predicting Employee Engagement will facilitate some of the sessions. Coen has experience working in diverse teams in the UK, Egypt and Namibia. He has worked with a number of companies in Namibia ranging from private sector to government and State Owned Enterprises.

Coen regularly gets invited to speak at HR and other conferences and was invited to act as a speaker during the inaugural and the second annual Institute of People Management (IPM) Conference in 2011 and 2012 and also contributes regularly to NBC National Radio as well as Tupopyeni and Off-the-Hook on NBC Television. He is a founding member of the Professional Speakers Association of Namibia where he acts as the treasurer.



Lifalaza Simataa, a bachelor's degree holder in industrial psychology with a research paper focusing on leadership in relations to personality and a undergraduate qualification in Philosophy, Lifalaza is the newest member to the capacity trust family, who skilfully adds to the development of new programs with vibrant ideas and perspectives. With a key interest in ethics and critical thinking based of his philosophy credentials he adds a new

dimension to the psychological tools we offer at Capacity Trust.



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EMAIL: sigi@capacitytrust.com

Kind Regards,

Your Capacity Team

Tell: 061-222520

E - Mail: admin@capacitytrust.com

5. References

The following existing clients can testify our ability to impact organisations;

- **Lionel Matthews:** Managing Director; NEDBANK; Tel: +264 61 295 2079; E-mail: LionelMa@Nedbank.com.na
- **Esther Kali:** CEO; LETSHEGO NAMIBIA HOLDINGS; Tel: +264 61 321 6600; E-mail: EstherK@letshego.com
- **Thinus Smit:** CFO; MOBILE TELECOMMUNICATIONS LTD (MTC); Tel: +264 61 2802005; E-mail: TSmit@mtc.com.na
- **Ms Denna Gayle:** Director; UNITED NATIONS POPULATION FUND (UNFPA), NAMIBIA; Tel: +264-61-204-6387; E-mail: gayle@unfpa.org
- **Gloria Simubali:** Deputy Executive Director: MINISTRY OF MINES AND ENERGY; Tel: +264 61 2848336; E-mail: Gloria.Simubali@mme.gov.na
- **Rolanda van Wyk;** Permanent Secretary; OFFICE OF THE JUDICIARY; Tel: +264 61 279900; E-mail: ps@jud.gov.na
- **Muhindua Kaura:** Manager: Organisational Development; AGRIBANK; Tel: +264 61 2074295; E-mail: mkaura@agribank.com.na
- **Trudi van Rooyen;** General Manager: Human Resources; MANICA GROUP NAMIBIA; Tel: +264 64 275 540; E-mail: trudi.van.rooyen@manica.com.na
- **Pieter Engelbrecht:** Manufacturing Manager; COCA-COLA NAMIBIA BOTTLING COMPANY (PTY) LTD; Tel: +264-811296953; E-mail: pengelbrecht1@ccbgroup.com