



DR CHARLES DU TOIT & ASSOCIATES

TRUST-BASED
LEADERSHIP
SOLUTIONS

Leadership, Strategy and Change
Training | Coaching | Consulting

FIND THE PERFECT **LEADERSHIP SOLUTION**





TRUST-BASED LEADERSHIP SOLUTIONS



**DR. CHARLES
DU TOIT**

Dr. Charles is an independent Learning and Development strategist, specialising in management training, with over 30 years' industry experience in HR and Leadership Development.

OUR STORY

Having spent years coaching and training leaders across various industries in South Africa, Dr Charles du Toit came to realise that leadership is not a one size fits all or a theory. Leadership is at its heart a relationship, a relationship built through connections with a foundation of trust.

This led to the creation of several niche leadership development solutions and to the establishment of Trust Based Leadership Solutions and The Trust Based Leadership Academy, a niche Leadership Development Consultancy, headed up by Charles. We specialise in developing exceptional leaders and equip employees with the personal and professional ability to take the next step within their organisations. With more than 30 years of collective experience, our programmes focus on assisting leaders' transition from leading self through to leading organisations, with the understanding that specific leadership competencies are essential at each transition.



TOP-CLASS CLIENTS

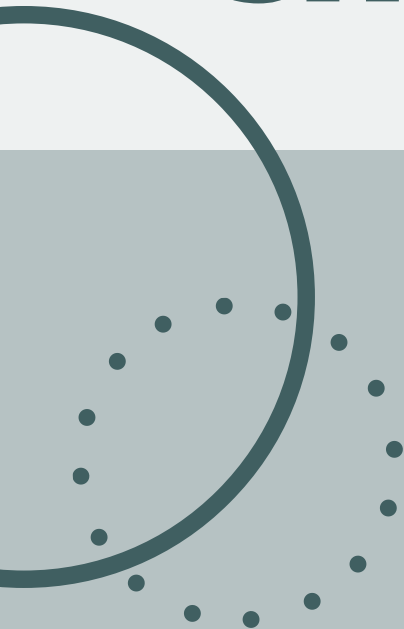
We are proud to have worked with:

Aspen, BKB, Twizza, SAFRESCO, Bocadillos, Delacom Solutions, Democratic Alliance (DA), Global Business Solutions, Imizi, Mercedes Benz South Africa, Nelson Mandela Bay Business Chamber, Weinert Cables, Nelson Mandela University, San Miguel, Stellenbosch University Business School, South African Board for People Practices (SABPP), South African Bottling Company (SABCO), South African Institute of Chartered Accountants (SAICA), Torre Parts, University of Cape Town, Volkswagen South Africa, Woodland's Dairy and more.



TRUST-BASED
LEADERSHIP
SOLUTIONS

SHORT COURSES



DISCOVER YOUR PERSONAL LEADERSHIP BRAND



2X INPUT SESSIONS



ONLINE & CLASSROOM SESSIONS AVAILABLE



OVERVIEW

Leadership is not a theory or an ability some have, and some do not. Leadership emerges as a consequence of deliberate reflections and application, culminating in a personal leadership brand.

Leaders transitioning from leading self to leading others, or from leading others to leading leader, need to deliberately create the brand of leadership which they want to be known for.



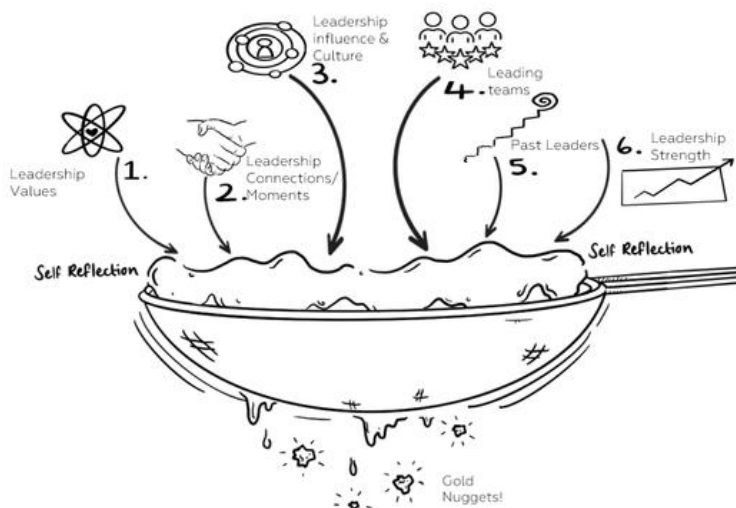
METHODOLOGY

We take delegates on a 2-day, reflective journey, which we call 'panning for gold'.

Delegates explore various concepts, principles and theories and reflect on their own experiences.

Delegates are encouraged to sift through all the information and find what resonates with them (gold nuggets), which will form the foundation of a personal leadership brand.

The programme culminates in delegates declaring their personal leadership brand.



WHO SHOULD ATTEND

This training is specifically aimed at leaders transitioning across the first two levels of the leadership pipeline but has been adapted and effectively implemented across higher transitional levels.



WHAT I WALK AWAY WITH

A personal leadership brand statement which will inspire and guide me as a future leader.

Specific action steps to ensure I maintain traction.

Some useful knowledge:

- Leadership values
- Leadership moments/connections
- Leadership influence & culture
- Leading teams
- Leadership lessons from past leaders

An honest understanding of my personal leadership strengths and my blind spots.



ACCREDITED & NON-ACCREDITED

Leadership Academy Certificate of completion and/or SETA Accredited certificate. The SETA accredited certificate would accrue an additional fee and require the submission of a portfolio of evidence.

LEADING **HIGH-PERFORMANCE** TEAMS

- TEAMS WITH **SUPERPOWERS**



2X INPUT SESSIONS



ONLINE & CLASSROOM
SESSIONS AVAILABLE



OVERVIEW

Now, more than ever, our leaders at all levels across the organisation will be called upon to navigate complexity, inspire teams and play a crucial role in driving personal and organisational success.

In this workshop delegates are given reflexive tools, which are designed to measure and improve the way they lead their teams and help them develop a team with Superpowers.

METHODOLOGY

We take delegates on a 2-day, interactive journey, during which we focus on building high-performance work teams, using key principles taught.

WHO

SHOULD ATTEND

This two-day training course will greatly benefit current key management, as well as newly appointed leaders who are transitioning from 1 level of the leadership pipeline to the next.

BENEFITS TO YOU

The ability to create a high-performance work team.

Some useful knowledge:

- How to motivate a team – intrinsic motivation
- Managing performance – high performance
- The life cycle of a team and specific actions
- Leadership Moments



ACCREDITED
& NON-ACCREDITED

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TRUST-BASED LEADERSHIP TOOLS - 13 COMMANDMENTS



2X INPUT SESSIONS



ONLINE & CLASSROOM SESSIONS AVAILABLE



OVERVIEW

Leadership moments occur regularly in the leadership journey and how you manage these leadership moments can greatly increase or decrease the level of trust your employees have in their leader.

Over several years of coaching and training leaders, we have developed tools to empower leaders to effectively manage leadership moments.

We explore 13 "Commandments" every leader should follow in order to ensure they optimise leadership moments. These are simple but powerful tools leaders can use in their daily leadership journey.

METHODOLOGY

We take delegates on a 2-day, reflective journey, during which we focus on the 13 Commandments and how and when to use them to ensure you are building trust-based leadership with your teams.

We explore various leadership moments and how these tools can be used to elevate the trust level of the leader and ensure optimum performance of the team.



WHO SHOULD ATTEND

This training course will greatly benefit those in current key management positions, and newly appointed leaders who are transcending from one level of the leadership pipeline to the next.

BENEFITS TO YOU

The ability to navigate leadership moments in a way that builds trust with your team and some useful knowledge:

- 13 Commandments – a toolkit for leaders
- How to apply the tools in real-world leadership moments



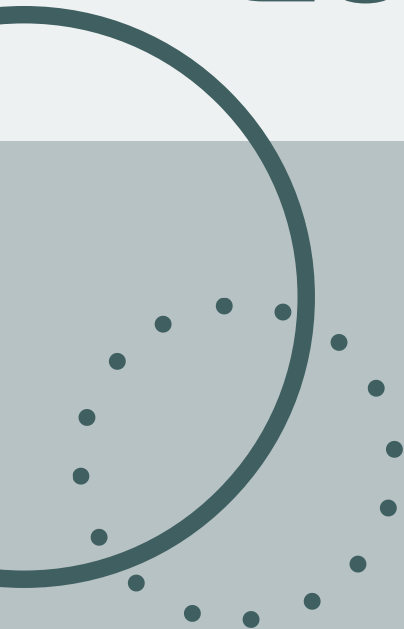
ACCREDITED & NON-ACCREDITED

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TRUST-BASED
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QUALIFICATIONS



LEADERSHIP LEARNERSHIP



6X INPUT SESSIONS



ONLINE & CLASSROOM SESSIONS AVAILABLE



BACKGROUND

Our Leadership Learnership equips you with the skills you need to take your career further. This unique leadership builds on a personal leadership brand and provides both leadership and management skills to enable progression from leading self to leading others.

The Learnership delivers a transformative learning experience for those aiming to make positive strides in the corporate space.

Furthermore, with this course being an Accredited Learnership, benefits in the form of tax rebates can potentially fund the bulk of the cost of the training.

Embedded skill sets

Performance management
IR and discipline
presentation skills
assertiveness
coaching
conflict management
systems thinking

COURSE OUTLINE

- Discover Your Personal Leadership Brand | 2 Days
- Leading your teams with Superpowers | 2 Days
- Leading 360° | 2 Days
- Manage Systems, Time & Processes | 2 Days
- Manage People | 2 Days
- Manage Expenses | 1 Day

WHO SHOULD ATTEND

This training course is suitable for a range of professionals but will greatly benefit new and earmarked leaders who are transitioning from leading self to leading others.



QUALIFICATION

FETC: GENERIC
MANAGEMENT (57712)
LP74630
150 CREDITS



Both Learnerships are accredited in proud partnership with African Enterprise Network consulting and training services.

ADVANCED LEADERSHIP LEARNERSHIP



5X INPUT SESSIONS



ONLINE & CLASSROOM SESSIONS AVAILABLE



BACKGROUND

This course outlines the fundamental elements for **advanced** leadership management.

The program offers a successful blend of theory and practice of leadership metrics, in which delegates are given the **reflexive tools** that are designed to measure and manage the implementation of their Leadership Brand.

Through the 5 contact sessions, Dr. Charles du Toit will provide participants with the knowledge and skills to accurately analyse, outline and gauge the leadership metrics that are in line with their business strategies.

Furthermore, with this course being an Accredited Learnership, benefits in the form of tax rebates can potentially fund the bulk of the cost of the training.

Embedded skills

Virtual Communication skills, delegation, coaching, manage change, manage stress

COURSE OUTLINE

- Personal Mastery | 2 Days
- A Passion to Lead | 5 Days
- Leadership Moments | 5 Days
- Leadership Mindset | 2 Days
- Leading Change | 2 Days

WHO SHOULD ATTEND

This training course will greatly benefit HR Directors, HR Executives, VPs of HR, Chief Human Resources Officers (CHROs), HR Practitioners, HRD Managers, Chief People Officers, Skills Development Facilitators



QUALIFICATION

NC: GENERIC MANAGEMENT (59201)
162 CREDITS



african enterprise network

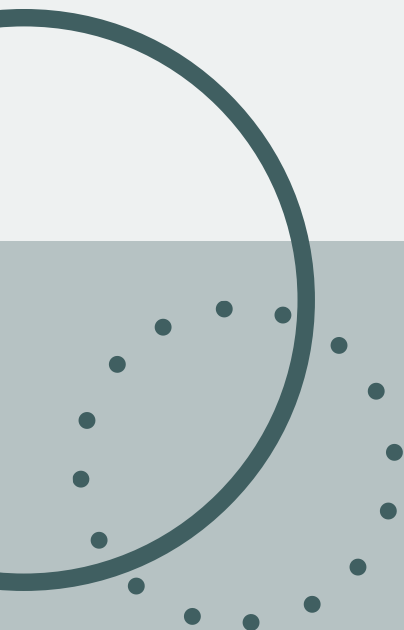
Sustainable & Inclusive Business Solutions

Both Learnerships are accredited in proud partnership with African Enterprise Network consulting and training services.



TRUST-BASED
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**ADDITIONAL
OFFERINGS**



THE TRUST-BASED LEADERSHIP SOLUTIONS



ONLINE & CLASSROOM
SESSIONS AVAILABLE



STRATEGY DEVELOPMENT

We work with leadership teams to develop organisational strategy and cascade throughout the organisation.



CULTURE CHANGE

When our leaders are trusted - starting at the very top - and begin to influence the organisation towards the desired change, through how they show up and what they focus on, then real change becomes possible.

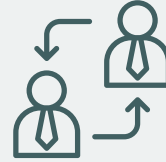
Leadership breathes life into change processes and shifts change process from a superficial change of colour to a DNA change.

This is where our chameleons begin to take on the DNA traits of Komodo Dragons!



TEAM BUILDING

Using the unique business game "The Volo Challenge" we take teams on an experiential learning journey.



COACHING

We offer one-on-one or team coaching, helping leaders transition across the levels of the leadership pipeline.



TEAM CONFLICT RESOLUTION

We work with teams that are experiencing conflict and help move them through conflict and towards performance.





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