



In Partnership with



DESIGNING AND IMPLEMENTING SUCCESSION MANAGEMENT SYSTEMS

PRICING:

IPM Members: R3495,00 excl. Vat

Non Members: R3995,00 excl. Vat

2days Workshop

Dates: 2 & 3 September 2009

Venue: 3 Libertas Road Libertas Office Park Bryanston

OVERVIEW

UNDERSTANDING THE DEPTH OF YOUR TALENT POOL IS CRITICAL IN TODAY'S BUSINESS ENVIRONMENT. ORGANIZATIONS AROUND THE WORLD ARE "RAISING THE BAR" WITH REGARDS TO KNOWING WHO THEIR CURRENT AND FUTURE LEADERS ARE, AND THE CAPABILITIES THEY POSSESS. MUCH MORE RIGOR IS BEING EXERTED TO EXAMINE FUTURE LEADERSHIP REQUIREMENTS, ASSESS CURRENT CAPABILITIES, AND DETERMINE THE STEPS NECESSARY TO CLOSE IDENTIFIED GAPS.

THROUGH OUR PRACTICAL HANDS-ON APPROACH, LEARN ABOUT CRITICAL DECISION POINTS AND A STEP-BY-STEP APPROACH TO DESIGNING AND IMPLEMENTING AN EFFECTIVE SUCCESSION MANAGEMENT SYSTEM.

BENEFIT & OUTCOMES

- How to craft a business case and blueprint for succession management
- How to select options for assessing your talent pool, and identifying and supporting your high potentials

Benefit & Outcomes

- How to set up and execute effective succession planning review meetings
- How to integrate succession management with your broader human resource system

PROGRAM CURRICULUM

Module 1: An Overview of Succession Management

- Common barriers to effective succession management
- How does your succession management measure up?
- Key success factors for succession management and opportunities for improvement
- Best practice succession management cycle

Module 2: Analyzing Bench Strength

- Performance, potential, and readiness
- Performance-potential grid
- Practices used for identifying successors
- Types of assessments and assessment matrix
- Dealing with competing demands

Module 3: Identifying Successors

- Facilitating the identification meeting
Nomination and identification process checklist
- Succession management formal meeting guidelines
- Leader board
- “Closed vs. Open” succession management

Module 4: Developing, Acquiring, and Retaining Talent

- Key decision points in implementing a development system
- High-impact development practices
- Factors influencing leadership development
- 360° feedback
- Developmental assignments and cross-functional rotations
- Action learning
- Mentoring
- Successor deployment and retention

Module 5: Measuring and Learning

- Re-evaluating the high potential pool

- Assessing progress and improving process
- Succession management measures of effectiveness

Module 6: Developing the Business Case

- Building the business case
- Emerging internal and external trends
- Succession management readiness assessment
- Benefits of succession management

Module 7: Creating the Architecture

- Succession management scale
- Your organization’s succession architecture
- Creating a talent management policy statement

Module 8: Designing the System

- Design considerations
- Succession management process design
- Key responsibilities in a succession management system
- Stakeholder commitment and analysis
- Integrating succession with other systems
- Aligning process, tools, capabilities
- Design, assess and improve your high-level succession management design

Module 9: Planning Implementation

- Top-level plan elements
- Best-in-class companies’ communication
- Strategic communication planner

THE 2009 EXCELLENCE IN MANAGEMENT & LEADERSHIP SERIES, PARTICIPATE IN WORLDCLASS INTERACTIVE MANAGEMENT & LEADERSHIP TRAINING VIA LIVE SATELLITE BROADCAST



John Maxwell
Five Levels of Leadership

22 September 2009
Live Satellite Broadcast

About John Maxwell

John C. Maxwell is an internationally recognized leadership expert, speaker, and author who has sold over 16 million books. EQUIP, the organization he founded has trained more than 2 million leaders worldwide. Every year he speaks to Fortune 500 companies, international government leaders, and audiences as diverse as the United States Military Academy at West Point, the National Football League, and ambassadors at the United Nations. A New York Times, Wall Street Journal, and Business Week best-selling author, Maxwell was named the World's Top Leadership Guru by Leadershipgurus.net. He was also one of only 25 authors and artists named to Amazon.com's 10th Anniversary Hall of Fame. Three of his books, The 21 Irrefutable Laws of Leadership, Developing the Leader Within You, and The 21 Indispensable Qualities of a Leader have each sold over a million copies.

In this presentation, John Maxwell will share the Five Levels of Leadership from his book Developing the Leader Within You. Leadership success is directly related to the investment you make in your leadership development.

PRICING:

IPM Members: R799,00 excl. Vat
Non Members: R899,00 excl. Vat

Duration: 2 hours

Time: 17h30 - 19h30

Dates: 22 September 2009

Venue: SABMiller Training Institute
Kyalami, Johannesburg

Cape Town venue to be confirmed depending on demand, kindly contact Rre Elijah Litheko — IPM CEO (011) 329 3760 should you wish to attend the Live Broadcast in Cape Town

FIVE LEVELS OF LEADERSHIP

- 1. Leadership from Position:**
 - The basic level of leadership – people follow you because they have to.
- 2. Leadership from Respect:**
 - This level is built on professional relationships – people follow you because they want to.
- 3. Leadership from Results:**
 - This level is built on admiration for the leader – people follow you because of what you have done for the company.
- 4. Leadership from People Development:**
 - This level of leadership is built on loyalty – people follow you because of what you have done for them.
- 5. Leadership from Mentorship:**
 - At this level, a leader's success is revealed through a life of accomplishments – people follow you because they respect you.

Please secure a seat

SUCCESSION MANAGEMENT SYSTEMS

IPM Members: R3495,00 excl. Vat

Non Members: R3995,00 excl. Vat

JOHN MAXWELL BROADCAST EVENT

IPM Members: R799,00 excl. Vat

Non Members: R899,00 excl. Vat

Easy Payment options

Bank Transfers or deposits should be made to:

Acc name: **Linkage SA**

Bank: Absa Bank

Branch: Jan Smuts Branch Code: 630356

Acc no.: 4068673910 Type Acc.: CHEQUE

(Please quote invoice number when paying by EFT or Bank deposit)

Acc name: **Institute of People Management (IPM)**

Bank: Standard Bank

Branch: Park town Branch Code: 000355

Acc no.: 200472526 Type Acc.: CHEQUE

(Please quote invoice number when paying by EFT or Bank deposit)

BOOKING CONTACT:

Full Name: (Prof/Dr/Mr/Mrs/Ms)

Designation: _____

Company: _____

Address: _____

Vat Reg. no: _____

Postal Address: _____

Tel:() _____

Fax:() _____

Cell: _____

Email: _____

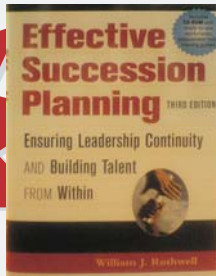
Approving Manager: _____

Special Dietary Requirements:

Submit 2 weeks before event, Linkage SA cannot be held responsible for requests submitted late.

Kindly fax completed registration form to: 011 706 0284

Linkage Training Programs are approved by the following organizations



1.Full name (Prof/Dr/Mr/Mrs/Ms): _____

Designation: _____

Email address: _____

2.Full name (Prof/Dr/Mr/Mrs/Ms): _____

Designation: _____

Email address: _____

3.Full name (Prof/Dr/Mr/Mrs/Ms): _____

Designation: _____

Email address: _____

4.Full name (Prof/Dr/Mr/Mrs/Ms): _____

Designation: _____

Email address: _____

5.Full name (Prof/Dr/Mr/Mrs/Ms): _____

Designation: _____

Email address: _____

Terms and Conditions:

Cancellations: Cancellations received in writing more than 2 weeks before the event date, a refund will be made less 10% administration charge, failing which the full amount is payable.

Substitution: Registered delegates may be substituted at any time prior to the event at no charge, please notify Linkage SA in writing of the change, as soon as possible.

Payments: Payment is due within two weeks upon receipt of invoice And must be paid in full prior to the day of event. Delegates will not be allowed entry if payment has not been received in full.

Proof of payment: Kindly fax or email proof of payment to: 011 706 0284 or email: nompumelelo@linkagesa.co.za