

— STAR CORPORATE
OFFERINGS —



STAR
LEADERSHIP

be real • be true • be you

STAR Leadership
Transforming yourself
and your Organisation

“Only those who can see *the invisible*
can do *the impossible*.”

FRANK GAINES

TABLE OF
CONTENTS

LEADERSHIP DEVELOPMENT IN THE 21 ST CENTURY	4
CREATING HIGH PERFORMANCE INDIVIDUALS FOR SUPERIOR BUSINESS RESULTS	5
TO COACH OR NOT TO COACH.....	7
EMBEDDING A COACHING CULTURE IN YOUR COMPANY ...	8
STAR METHODOLOGY	10
THE TRANSCENDENT LEADERSHIP COMPASS.....	11
EXECUTIVE COACHING 2022 FUTURE TRENDS.....	12
PROGRAMMES OVERVIEW.....	14
APPROVED & ACCREDITED TRAINING PROVIDER.....	15
LEADERSHIP DEVELOPMENT.....	16
MENTORSHIP.....	19
COACH TRAINING	20
CHANGE MANAGEMENT	22
EXECUTIVE COACHING.....	22
COMPANIES WE HAD THE PRIVILEGE TO WORK WITH.....	23

LEADERSHIP DEVELOPMENT IN THE 21ST CENTURY

Today we all, individuals and businesses alike, face a myriad of challenges like none other that we have had to face before. As the Baby-Boomer generation starts to depart and the Millennials take their place we face multiple shifts in how to lead effectively and manage this transition. No longer do businesses operate in isolation, they play on a global playing field where competition is no longer industry specific. With platform economics competition can enter from any field.

To remain sustainable in the VUCA climate (Volatile, Uncertain, Complex and Ambiguous) in which we operate today, where the only certainty is uncertainty, companies need to remain relevant. In order to do so requires innovation and the ability to keep up or surpass the current external rate of change. In no other time then has Peter Senge's Personal Mastery and Learning Organisation principles been more relevant than today as they enable and facilitate individuals and companies alike to meet the current demands.

STAR Leadership is a professional leadership development and coaching enterprise that supports organisations to consistently accomplish sterling business results by maximising their human capital and creating high-performance teams.

CREATING HIGH PERFORMANCE INDIVIDUALS FOR SUPERIOR BUSINESS RESULTS

“The significant problems we face cannot be solved at the same level of thinking that created them.”

ALBERT EINSTEIN

We see developing coaching skills akin to learning a new language, the universal language of change and learning. Through learning how to coach you learn how to think differently, and it is only through changing ones thinking that one can sustainably change the reality one creates. It is from this perspective we believe coach training is key to leadership development, as without coach training individuals leave conferences and training exercises with self-awareness but without the tools to successfully implement and apply those aspects to the people they work with and who would benefit from the same self-awareness.

TO COACH OR NOT TO COACH

“The essence of executive coaching is about working below the surface. With this approach, the coach helps the client to understand who they are, why they are like that and how this influences their behaviours and responses. When a client engages with this work in a coaching relationship, change becomes sustainable.”

CLAIRE HACK
HEAD OF ORGANISATIONAL DEVELOPMENT
AB AGRI

Organisations across the globe are waking up to the truth that people are the new money.

The rationale of this simple, yet immensely powerful revelation is the fact that... behind every business system or process; is a person.

And no system, process or business can function optimally unless the people who operate it function optimally. No organisational development, business process improvement or change initiative will successfully take off unless the people who need to drive it are given wings.

As quoted in Fortune Magazine. ‘One to one performance coaching is the way for both organisations and individuals to significantly impact the bottom line.’

A multitude of leading business studies and surveys all point in the same direction. Ergo, to coach or not to coach is not the question anymore. The burning question now is rather...how to coach?

EMBEDDING A COACHING CULTURE IN YOUR COMPANY

A coaching culture exists in an organisation when a coaching approach is a key aspect of how the leaders, managers, and staff engage and develop all their people and engage their stakeholders, in ways that create increased individual, team, and organisational performance and shared value for all stakeholders.

The ground-breaking STAR Coaching Training and Leadership Development Programme has been purposefully engineered to maximise human capital by helping companies, their leaders and their people to become STAR performers and to embed STAR performance in their operational DNA.

By definition, high means great, or greater than normal. STAR performers are empowered to set the trend for nothing less than greatness. They are the movers and shakers, the great communicators and collaborators who are able to touch, move and inspire others to do the same. They know how to delve into their own and others' innate resources to identify and solve business problems. They are big-picture thinkers who can clearly articulate goals and design the best course of action to reach it. They are the high performers, who create high-performance companies.

To this end, our methodology fuses best of breed proven psychological principles and human sciences to address the six key elements that form the very bedrock of effective human behaviour...

“They are big picture thinkers who can clearly articulate goals and design the best course of action to reach it. They are the high performers, who create high performance companies.”

STAR METHODOLOGY

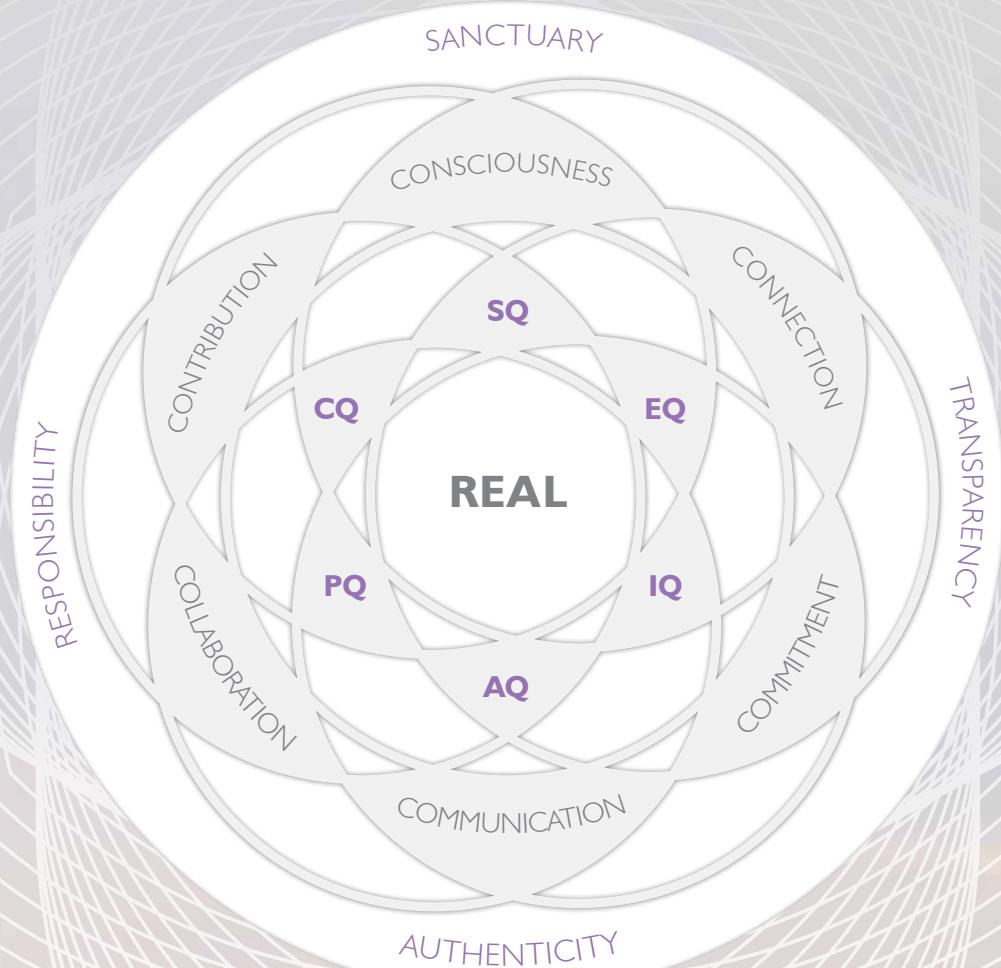
We focus on developing Transcendent Leadership in a transformative learning style through a self-directed learning approach, supporting individuals and organisations in expanding their spiritual (SQ), emotional (EQ), adversity (AQ), creativity (CQ), physical (PQ) and intellectual intelligence (IQ).

Transcendent Leadership denotes strategic leadership that spans the levels of self, others and organisation. Strategic Leadership at the level of others requires the leaders to have elements of transformational and authentic leadership behaviours, and when it comes to the leaders of Self, leaders need a high level of self-awareness, deep judgment, a strong individual compass and the ability to adapt and change in the environment (Crossan et al. 2008).

The Transcendent Leadership Compass aims to embed into the culture a way of operating that encourages and supports consciousness, connection, commitment, communication, collaboration, and contribution, made manifest from a context of Sanctuary, Transparency, Authenticity and Responsibility (STAR).

In this leadership relationship, there is an ebb and flow that allows an awakening of Self and with greater awakening enables a shift in ourselves, others and the world to a higher level of consciousness. At the heart of this model, the intention is to connect each one of us to who we really are such that we can create Responsible, Empathic, Authentic Leaders of Change (REAL).

THE TRANSCENDENT LEADERSHIP COMPASS



EXECUTIVE COACHING 2022 FUTURE TRENDS

BRIAN O. UNDERHILL, PH.D., PCC • FEBRUARY 27, 2018

What will be the most likely trends in the executive coaching industry in 2020–2022?

The industry-wide research study Executive Coaching for Results surveyed nearly 1,000 organisational coaching practice managers, internal coaches and external coaches on a variety of topics. Participants were asked, “How likely are the following trends in the executive coaching industry in the next three to five years?”

All respondents agreed that Leadership development programs with additional coaching will be the most likely ensuing trend over the next few of years.

On average, Leader-as-coach training (training leaders in organisations on coaching skills) was the second most likely trend. Third was Team coaching—coaching all members of the entire team and/or developing that team as a team.

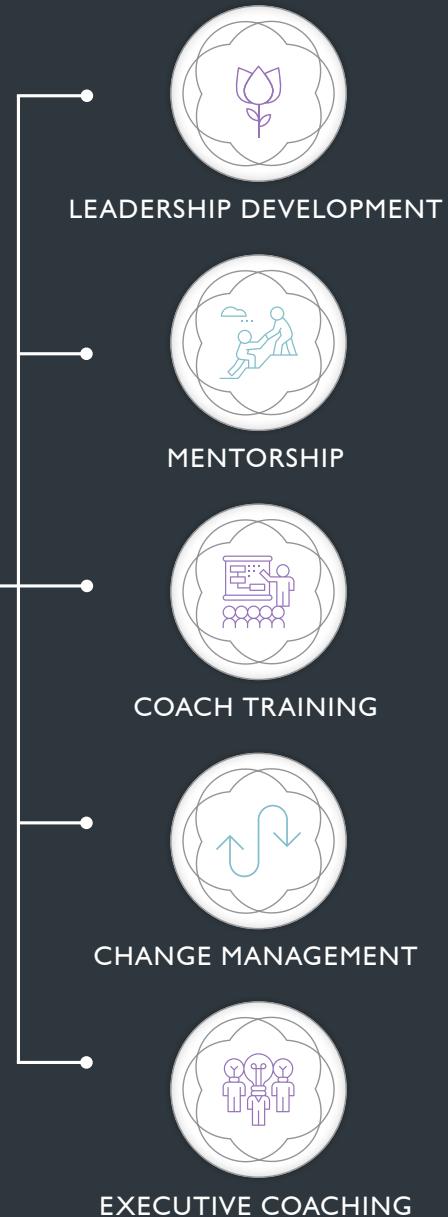
Executive Coaching for Results is in its third iteration and was also administered in 2005 and 2013. Internal coaching made a notable increase for organisational practice managers from 59 percent in 2013 to 72 percent in the most recent study.

Perhaps most encouraging trend for the industry that has emerged from this study is that the use of coaching, in all its various forms (e.g. group coaching, team coaching, internal coaching, etc.), is generally predicted to increase over the next five years.



STAR LEADERSHIP OFFERS A VARIETY OF PROGRAMMES, WHICH CAN BE CUSTOMISED TO SUIT YOUR SPECIFIC INDIVIDUAL OR ORGANISATIONAL NEEDS.

A detailed overview of each course can be found on www.starleadership.co.za or contact us for a personalised programme to address specific outcomes you'd like to achieve.



APPROVED & ACCREDITED TRAINING PROVIDER

The STAR Coach Training and Leadership Development Programme holds all the top accreditations for coach training internationally and locally. Included is the prestigious and highly regarded ACTP, Accredited Coach Training Provider with the ICF, the International Coaching Federation.

It is also a COMENSA Recognised SETA Aligned Training Provider and NQF Level 5 registered training provider through the SABPP, South African Board for People Practices.





LEADERSHIP DEVELOPMENT

WHAT IS THE PURPOSE OF THE PROGRAMME?

- To empower leaders to get to a place where incorporating the values of the wellbeing economy becomes a possibility
- To empower leaders to shift from the need to be 'the best in the world', to being 'the best for the world'
- To create awareness of and the ability to; implement the vision and values on the wall, to real-time delivery of those values on the floor
- To leave with a deep understanding and knowing how to truly embed the desired organisational values to create the culture that will drive sustainability

WHAT IS THE INTENDED OUTCOME?

- For each leader to be able to create the right conditions that support and encourages transparency in a manner that allows people to show up authentically
- For each leader to become aware of the impact they have and the ability to motivate and grow individuals to meet the needs and demands of the organisation
- For each leader to leave with a new and heightened understanding of responsibility, the effect of which is improved productivity and profitability within your organisation

“A truly powerful programme. The STAR Leadership Development Programme is a truly powerful programme. It caused an inner shift and realisation for me. Savannah Steinberg is the perfect facilitator for this curriculum with a wealth of knowledge and skill with the ability to create a powerful and safe environment for all.”

MARTIN KECK • DIRECTOR • CFR FREIGHT



MENTORSHIP

“As a Mentor, I am privileged to be involved with the STAR Leadership Mentoring Programme. It is truly a programme dedicated to both Mentee and Mentor Success. Simply put it is learning beyond ‘learning’. We live in a world where seemingly every piece of information can be Googled; there is still some knowledge that can only be gained through experience. STAR Leadership is an excellent example of that”

JAGERNATH CM(SA) • SENIOR MANAGER • CELL C

WHAT IS THE PURPOSE OF THE PROGRAMME?

- To work alongside any leadership development intervention
- To develop a team of individuals that can help embed the learnings and insights of the programme
- To have a process that deepens awareness, connection and collaboration between different aspects of the business
- To have a process that helps educate individuals going through the programme about all of the other aspects of the business
- To leave with a deep understanding of Responsibility, what this really means, and how to hold yourself and others accountable

WHAT IS THE INTENDED OUTCOME?

- To develop a mentorship community to take future mentees through a leadership development process
- To create a structure that helps bring together the many different facets of the business with the aim of creating a higher level of community
- To have a process that develops the mentors and mentees not only from a technical perspective, but in the ability to develop themselves



COACH TRAINING

WHAT IS THE PURPOSE OF THE PROGRAMME?

- For those seeking a first-class coaching education
- For those in an existential search, seeking a deeply personal and transformational experience
- For those who want an entirely new approach to leadership
- To empower people to know what it really means to love, accept, honour and respect yourself

WHAT IS THE INTENDED OUTCOME?

- To feel confident to leave the training and coach
- To have had an experience that profoundly alters their life for good
- To have an experience of being fully free to be all of who they are, and fully self-expressed
- To leave with clarity on how to embody living life from the choice to 'Love, Accept, Honour and Respect' oneself



“STAR Leadership and executive coaching has been such an empowering journey. It is a journey of self-discovery and realising that all you ever wanted to achieve lies within you. Methods like the ‘Ladder of Liberation’ and ‘Nothing is wrong’ are valuable in the workplace for a manager in a fast-paced industry. It is amazing how useful these methods are in getting the best out of employees and creating productivity and efficiency in the work environment. It is such an important skill in an industry where service is your product and people are your greatest asset.”

MELANIE DU PLESSIS • DIRECTOR
FAST AND FURIOUS DISTRIBUTION



CHANGE MANAGEMENT

If you want to take your organisation / executive team to a new level. It requires a significant shift from targets and objectives to behaviours and attitudes.

How do you do that? STAR brings in effective communication thinking through our Star Coaching approach that provides a fresh new approach to seeing the world and being in the world.

The struggles that most organisations face today are being stuck in a system that is archaic, and extremely difficult to change. Organisations spend large amounts of their already tight budgets on new systems and interventions, yet many find themselves disillusioned by the lack of change that these supposed improvements seem to deliver.

What causes a shift in people and thereby in organisations? This is what STAR speaks to, and pride ourselves on. When you have an intervention with STAR, things start to move into a new direction where your values, visions and missions come off the wall and authentically live in the workplace.



EXECUTIVE COACHING

Coaching is a powerful support structure to empower you to achieve the outcomes you most desire. It is about empowering you to clarify your goals and dreams, to hold yourself accountable in making them happen, to help you recognise and see what is standing in your way, the invisible barriers you often can't see, and ultimately coaching helps you to realise that you really do have all the answers and insights in yourself and that the answers lie with you and nobody else.

COMPANIES WE HAD THE PRIVILEGE TO WORK WITH

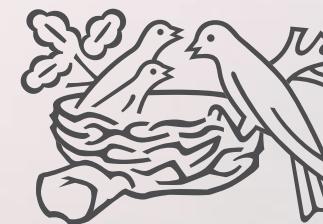


NEDBANK



FAST + FURIOUS

THE DRIVE TO WIN!



Sanlam

Nestlé



Embedding a culture of emotional safety,
transparency, authenticity and responsibility
into your organisation.

CONTACT US

info@starleadership.co.za

083 996 9447

www.starleadership.co.za

