

FREE TO GROW

Thrive!

According to research by DDI, people need the following qualities to thrive and contribute according to their potential in the new world of work:

- * **Adaptability:** Openness to new ideas and experiences.
- * **Achievement orientation:** A need for continuous growth and the motivation to take ownership of own development, pushing oneself to achieve.
- * **Self-efficacy:** Confidence in own ability to succeed and handle challenges.
- * **Emotional maturity:** EQ
- * **Positive disposition and connection:** The ability to build and maintain constructive working relationships and get along with people.
- * **Attraction to work:** Maintaining a positive view of one's job in spite of periods of stress and frustration.

These qualities – all related to personal mastery and interpersonal effectiveness – are not automatically acquired with age. Nor are they developed through technical or job related training. It is therefore no surprise that they are not sufficiently developed in many people.

When this foundation is not strong enough, the risk exists that cracks appear when people are under pressure, have to deal with change, work closely with other people, or move into a leadership position where they have to manage themselves and others effectively.

Thrive! is designed to **develop the attitudes, knowledge and skills required to effectively manage self and work with others.** This enables people to be their best and give their best, not only in their personal lives, but also to their work, their colleagues and their organisation.

This programme **complements 4 C Leadership** and **Helping People Grow**, FTG's coaching and leadership programmes by increasing the readiness of coachees to accept coaching as a valuable tool in their personal and career growth. It also provides them with the practical skills to utilise the coaching opportunities in a meaningful manner and so become active partners in the process, maximising the impact of the coaching.

Expected outcomes

Learners will:

- * Have greater levels of emotional maturity.
- * Be more self-aware and able to more effectively manage their own emotions.
- * Have the skills to build and maintain positive, constructive relationships, and more effectively deal with diverse people.
- * Experience greater work/life balance.
- * Experience greater levels of productivity and success.

The organisation will experience:

- * A work environment where people thrive and grow.
- * Increased commitment and spontaneous contributions.
- * Accelerated development of high potential candidates or people with leadership potential.

"We present **Thrive!** as a foundation in our Young Leaders Development Programme. It is making a **huge positive impact.** Learners always rave about it."

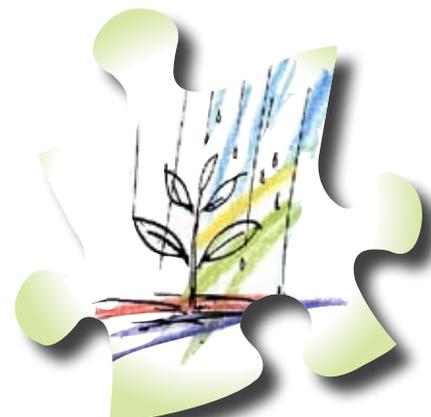
Lindsay Donnachie
Leadership Development
Specialist, Discovery People

"**Thrive!** is not a course, not a learning event, not a programme, but rather a **rare opportunity** for individuals to deal with themselves so they can grow as individuals and thus grow the organisations they are part of. The results of the programme proves that **Thrive!** takes people to a different level. **Staff get transformed:** Some have moved into a leadership role, others have taken on more responsibility."

Samkelo Blom, Group
Transformation Manager,
Crossroads Distribution

"**The impact is life changing** for some participants."

Melanie Kiley
Senior HR Manager, Exact!



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Programme overview

Module 1: **The World of Work** (1 day)

- * The changing world of work: How the old and the new worlds of work differ.
- * How this affects job security.
- * Why learning is essential to survive and thrive in the new world of work.
- * Your learning style: Understand how you learn best.
- * The role of coaching to help you grow: How to fully use this opportunity.
- * Your 'fit' with your organisation's culture, values and work standards.

Module 2: **Personal Leadership** (2 days)

- * Understanding your personal journey: How this influenced you.
- * Self-awareness: Why this is crucial to personal growth and growing yours
- * Self-esteem: What it is, how it affects your behaviour and how to develop it.
- * Your strengths, gifts and assets: How to use them in your work.
- * Work/life balance: Why this is important and how to achieve it.
- * Career and personal goals: Identify yours and devise an action plan to get there.
- * Attitude: The role of ownership, optimism and resilience in achieving success.

Module 3: **Interpersonal Relationships** (½ day)

- * The role of relationships in career and work success.
- * How to grow respect, understanding and trust in your work relationships.
- * Understanding diversity and building relationships with diverse individuals.
- * Managing upwards: Why it is necessary and how to go about it.

Module 4: **Communication** (½ day)

- * The role of communication in building relationships and getting the work done.
- * Different levels of communication and when each is appropriate.
- * How to express your thoughts, opinions and concerns openly and honestly, yet respectfully to make sure that you are heard.
- * Feedback: Why it is important and how to give and receive it.
- * Active listening: What it is and how to do it more effectively.

Module 5: **Conflict Handling** (1 day)

- * The impact of conflict on relationships and the results achieved.
- * Causes of conflict on individual and organisational level.
- * Different styles of handling conflict and the impact of each on self and others.
- * Your conflict handling style: Understand how it is working for or against you.
- * Key principles to keep in mind in a conflict situation.
- * Applying constructive conflict handling skills in typical conflict situations.

Target group

Accelerated development candidates, people with leadership potential.

A separate version caters for professionals and people in the 'people business' such as Human Resources, who are often so busy with the development of others, that they find it difficult to set aside time to focus on their own development.

Duration

Between two (for Personal Leadership as a stand-alone programme) and five days for the complete course. Clients who choose more than three days often prefer to present the programme as a process of growth at the pace of one or two modules per month over consecutive months. This allows opportunity to apply what has been learned between sessions.

Modular approach

You are free to choose any of the modules that a specific group requires, but we strongly recommend including Personal Leadership as the foundation.

"Our retention rate has improved significantly since the use of Thrive! in combination with the Free To Grow leadership programmes."

Debby Walters
Senior HR Manager:
Talent Development, TFG

**Accredited with
Services Seta (Decision
number: 0101)**

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