

# FREE TO GROW

## Reaching New Heights

People's performance is as dependent on their emotional and interpersonal skills as on their technical skills. Most people fail to realise their potential, not because of a lack of knowledge and skills, but because of emotional barriers.

**Many organisations experience the following on the part of their employee:**

- Resistance to change
- Lack of ownership
- Low motivation
- Below average performance

**E**motional barriers block growth and proactive development and cut people off from others. Low self-esteem, lack of a personal vision and an external locus of control are often at the core of these inner barriers.

Reaching New Heights **creates the climate and provides the tools** to help employees effectively deal with these emotional barriers. Once people are empowered in this way, a **solid foundation is laid for proactive self-development.**

The program also helps employees understand the new world of work where the idea of life-long employment (the responsibility of the employer) is replaced by **life-long learning** (the responsibility of the employee). It provides employees with a totally new perspective of what work could be like and helps them change their attitude and behaviour accordingly.

All of the above help employees, who up to now have, to a large extent, been passive passengers, develop their potential and make a more positive contribution in the workplace.

### Expected outcomes

*Learners will:*

- \* Have greater self-esteem and more self-confidence
- \* Take personal responsibility for own growth and development
- \* Build and maintain positive relationships, both in and outside the workplace
- \* Experience personal empowerment, productivity and success.

*The organisation will experience:*

- \* Much less of a blaming culture
- \* Better utilisation of learning opportunities
- \* Energy being used in a positive way
- \* An increase in enthusiasm, commitment and initiative
- \* A higher degree of change resilience
- \* Development of leadership potential
- \* A more positive work climate
- \* Increased productivity.

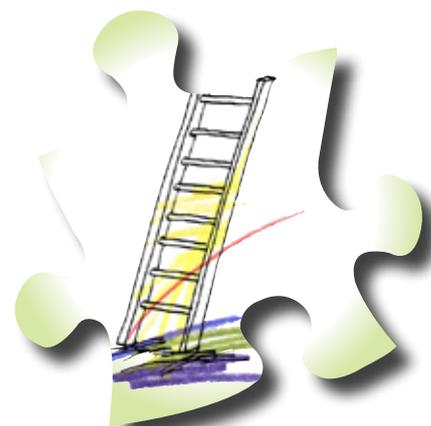
"I am happy to report that one year later, **morale has greatly improved** on Line 4, where the programme was implemented, and employees now have a sense of ownership and accountability towards manufacturing excellence. The project has been worth its weight in gold!

I highly recommend this programme to companies which are going through a change process in order to align personal and organisational goals for the future."

Constance Ruhie,  
Performance Management  
Consultant, SABMiller

"The response to the courses run recently in East London and Port Elizabeth was **overwhelmingly positive.**"

Jo Hobson,  
Regional Training Specialist,  
Cape Region, SA Breweries



l  
e  
a  
r  
n  
i  
n  
g  
f  
o  
r  
g  
r  
o  
w  
t  
h

## Programme overview

### Module 1: A quality life

- \* Why all people want it
- \* Different facets contributing to a quality life
- \* How a strength or weakness in one facet affects the other facets
- \* Draw up a plan of action to improve the quality of your life.

### Module 2: Personal leadership

- \* Self-esteem: your brake or your petrol pedal?
- \* Healing the pain of the past and focusing on making the most of the present to ensure a good future for yourself
- \* Making the most of your strengths
- \* Setting and achieving meaningful goals
- \* The need for a positive attitude: ownership, resilience and optimism.

### Module 3: The world of work

- \* The role of work in building a quality life
- \* How you perceive work and how this impacts on your attitude and behaviour in the workplace
- \* Seeing how 'what you get out' relates to 'what you put in'
- \* What your work gives you
- \* What your work expects from you
- \* Changes in the world of work and how they affects you
- \* The need for continued learning and growth.

### Module 4: Relationships

- \* The role of relationships in emotional well-being and career success
- \* Respect: the foundation for any relationship
- \* How to become more trusting and trustworthy
- \* Open communication: how to make sure that other people understand you
- \* How to make sure that you understand other people: the art of asking questions and listening.

### Compliance:

Free To Grow is the only South African service provider in this field with ISO 9001:2008 certification. 27% Black ownership.

### Accessible to workers on the lower job levels:

The program is presented in the vernacular. It makes extensive use of visual metaphor which helps learners with an educational backlog understand and remember abstract concepts.

### Different versions:

Different versions of the program are available for learners from different NQF levels.

### Customisation:

We can customise the program to align to your organisation's values as well as current priorities and challenges.

### Alignment to the NQF:

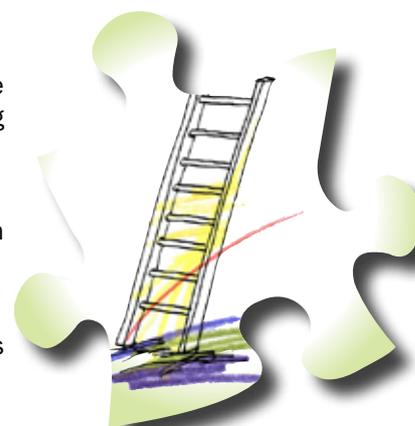
The course is aligned to unit standard: 120308 (Apply knowledge of self in order to make a personal decision) on NQF2 – 3 credits.

## Target group

Shop and factory floor workers, sales, admin and front line personnel, supervisors

## Duration and Group size

Three days. A maximum of 20 participants per group to ensure individual attention.



Accredited with  
Services Seta (Decision  
number: 0101)

**FREE TO GROW**