# LEADERSHIP SKILLS TRAINING

Maksure solutions (Pty) Limited Case





### Executive Summary

**Project overview** 

Maksure Financial Holdings (Pty) Limited, an Afro-Global independent specialist insurance and reinsurance broker with business footprint in Africa company that prides itself in developing its staff members required a training program for its staff members that would enable them to fit in properly to global cultures, develop leadership skills and learn how they can use their traits and strengths to the benefit of the company. We, Promote Balance (Pty) Limited, provided the company with a training program to help the Maksure Financial Holdings to achieve its needs.

### <u>Objectives</u>

What we wanted to achieve

- Improve employees' understand their personality styles and their relevance in the workplace
- Improve employees understand their strengths and their relevance in the workplace
- Train employees on leadership skills and help them develop and improve their leadership skills
- Inform and train employees on how their different personalities and strengths can be leveraged in order to improve team cohesion and help achieve organizational goals
- Inform and train employees on the importance of and the organization's culture that they should uphold within the organization



# "NOT EVERYONE IS BORN A GREAT LEADER, BUT ANYONE CAN FOSTER CORE COMPETENCIES FOR THEMSELVES AND BECOME ACTIONABLE, AND EFFECTIVE LEADERS"

Ravinder Tulsiani



### The program that we designed and implemented was as follows: Solution As Promote Balance (Pty) Ltd we offered a wholistic leadership training workshop that focused on developing, improving and promoting great leadership skills in the employees that partook in the program. By focusing on employee personality traits and strengths, we highlighted the importance of individuality while aligning these to achieving organizational goals. Promote Balance (Pty) Leadership Skills Training September, 01, 2020 Program Ltd

# Focus Areas of the Program

### Promote Balance ....consulting that adds value.

### **PERSONALITIES**

Employees completed personality assessments to help them gain a deeper understanding of their personality traits and learnt how their personalities play a role in the workplace.

### LEADERSHIP SKILLS

Employees learnt about the different leadership styles and got trained on the different attributes that make up a great leader within the workplace, regardless of one's position in the company.

### TEAM COHENSION

Employees learnt the differences in their own and their colleagues' personality traits, how they play a role in behaviors and in interactions within their teams for improved team cohesion

# Focus Areas of the Program

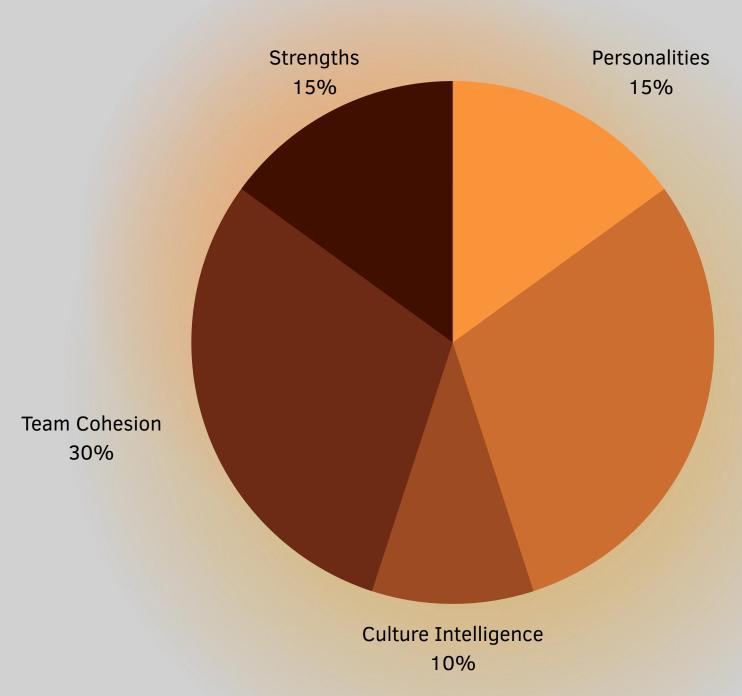
### **STRENGHTS**

Employees were assessed of their different strengths and weaknesses using the VIA strengths assessment and Gallup Strengths Assessment. They were to know their own and their team members' strengths and weaknesses; also important for team cohesion.

### CULTURAL INTELLIGENCE

Cultural intelligence was an important skill to teach the Maksure team to provide them with the skills they need to fluidly and efficiently work in culturally diverse situations. Especially seeing their global footprint.





### Our Program Attribution

Leadership Skills 30%

### Our overall program consisted of 5 areas

The chart showcase how much of the program was made up of each of the areas.



### LAYOUT OF THE PROGRAM TO MEET OBJECTIVES

### PART 1

Personality types and their relevance in the workplace training

### PART 4

Perceptions modification and Culture training of employees

### PART 2

Strengths and their relevance in the workplace training

### PART 5

Team Cohesion Training and Team Building

### PART 3

Leadership skills training of the whole group, line managers and senior management

Leadership Skills Training Program

PromoteBalance (Pty)
Ltd

September, 01, 2020



## Outcome of the program

### Outcomes of the program

01

### INCREASED SELF-AWARENESS

Due to the assessments that were conducted like the MBTI, Gallup and VIA strengths, staff members got to know themselves, as know their personalities, strengths and how they can make the best out of themselves in the organisation

02

### INCREASED KNOWLEDGE ON LEADERSHIP

Staff members got to know what kind of leaders they would make in the workplace, and what being a true leader means. They got to develop skills like effective listening, effective communicate, empathy and many more leadership skills

03

### ENHANCED TEAM COHESION

Employees got to know how their different personalities can collide in the workspace or rather teams, and how they can make use of their different strengths and personalities to make the best out of their teams and ensure great team cohension



### Outcomes of the program

04

### IMPROVED KNOWLEDGE ON HOW TO MODIFY PERCEPTIONS

Staff members got to know how the perceptions they might hold on people within the organization can affect and deprive them from growing within the organisation. They got to know how they can modify the perception on colleagues and organisational dynamics.

05

### INCRREASED KNOWLEDGE ON ORGANIATIOLA CULTURE

Staff members got to know learn the importance of organizational culture and why organisations have certain cultures. They got to learn the culture that the organisation is trying to uphold and the roles they can play in ensuring that the culture is upheld within the organisation.

06

### INCREASED SELF-CONFIDENCE

As employees got to know themselves, including their personlities, strenghts, and weaknesses. They reported being confident in themselves that they usually were.







# Participants' Evaluation of the program

To evaluate the effectiveness of the program and overall perception of the program and facilitation:

- The participants completed an evaluation form at the end of the program.
- The organizational leaders took part in the training to monitor, give detailed feedback and notice whether the program was achieving their requirements.

### **High Employee Approval**

95%

EMPLOYEES FELT THAT THE PROGRAM
IMPROVED THEIR KNOWLEDGE ON
THEMSELVES, TEAM COHENSION AND
THEIR LEADERSHIP

### HIGH RECOMMEDATION

4 in 5

EMPLOYEES WANTED PARTAKE IN MORE TRAINING WITH US AND RECOMMENDED US TO OTHER ORGANISATIONS





# WHAT WOULD IT LOOK LIKE FOR YOU?



### POTENTIAL BENEFITS FOR YOU

We can help you achieve the same and more aims in your organisation with our tailor-made programs?

### SELF-AWARE EMPLOYEES

Increased self awarereness in your employees

### HIGH TEAM COHESION

Your employees will have less conflicts and work together effectively to attain your organisation's goals

### CONFIDENT EMPLOYEES

Your employees will be confident in their abilities, as they will be knowing what they are good at

### YOUR WAY

You can get to customize a program that you want for your employees



### **GREAT LEADERS**

Your employees will attain great leadership skills

# Let us make your way to employee and organizational success a smooth sail!

We can build a highly leadership skilled workforce even when we're physically apart!



### Get in touch with us!



Physical Address

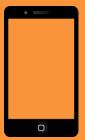
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