



CONGRUENT LEADERSHIP

WHY IS THIS IMPORTANT

At its core, leadership is about authentically expressing oneself in service to a greater purpose. It's not merely about strategies, techniques, or positions of authority. It's about how we show up, engage with others, and navigate the complexities of human interactions with integrity and congruence.

Growing the leaders of the future is about giving them additional knowledge and skills and increasing their capability for learning and processing ever-more complex information.

Leaders increasingly need to be able to sit in complexity, ambiguity, and paradox.

Our **Congruent Leadership Program** stands out by integrating the development theories of Jean Piaget, Sharon Bowman, Robert Kegan, Susanne Cooke—Greuter, and Bill Torbet. This unique approach is designed to foster transformation and skills development in our participants.

When we add in the personal growth theory from Virginia Satir, we enable leaders to let go of the need to do everything themselves. They are able to let go of behaviours that get them stuck and transition into a space of dancing effectively between leadership styles based on the needs of the context and people at hand.

HOW IT WORKS

The Congruent Leadership Program is a comprehensive series of one-day workshops over a period of five months, each building on the previous one. Between workshops, leaders work in cohorts to embed the learning (through practical application). This structure allows for a deep dive into leadership development while accommodating busy schedules.

TOPICS

The Program will cover the following topics:

Congruent Leadership and communication
Self-awareness, Situational Awareness
Working with Systems
Meta skills for complexity
Wayfinding complexity
Understanding and creating Flow
Strategy Techniques for Leaders
Leadership Styles
Facilitation for Leaders
Change models for leaders
Feedback skills - giving and receiving feedback
Designing great metrics
Leveraging conflict for good or managing it effectively
Decision-making and boundary-setting
Group Problem-solving and collaboration

DETAILS

R 55 000.00 per person EXcl VAT



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