



Authentic Women in Leadership Shattering the glass ceiling

Alchemy
by Deloitte



Objectives

- To redefine resilience and discuss why it is the leadership imperative in the 'never normal' world.
- To better understand how to operate optimally as a team and emphasise authentic communication as a key to success
- To understand the importance of ethics in business sustainability, feminine ethical leadership and how to develop and implement a framework for ethical decision making in business
- To find meaningful purpose in what you do as a significant role player in the business by embracing your unique leadership style and strengths
- To enhance your leadership presence and your impact as a leader for greater organisational success
- To leverage on the art to persuade and influence your team using your unique positive strengths



Format

Duration: 4 (x 3 hour) interactive virtual sessions

Module 1:
Personal Mastery & Emotional Intelligence

Module 2:
Resilient Leadership

Module 3:
Ethics in Business
Introduction to Diversity & Inclusion

Module 4:
Strategic Alignment

Programme details:

Duration: 4 (x 3 hour) interactive virtual sessions

Dates: 4 to 25 August 2021

Cost: R14 000 excluding VAT



Coaching

Each delegate will benefit from two individual coaching sessions to ensure alignment between learning, implementation and personal career development

Deloitte Alchemy Faculty Team



Fortune Gamanya

Associate Director: Human Capital Deloitte

Fortune is an Organisational Development Strategist with extensive experience in strategy formulation, design and delivery of organisation wide leadership development initiatives, strategic cascading of organisational objectives and Lean management transformation. She is passionate about creating organisations that are fit for human beings.

Experience: Formulation of Organisation strategy and objectives across industries. Aligning organisational capability to the strategy and objectives. Designed and delivered customised corporate learning programmes across industries. Implementing broad spectrum organisation development initiatives for sustainable human capital growth. Facilitation of change for large cultural transformation projects. Design and implementation of talent management strategies across industries. Development of strategic performance management frameworks and cascading through the organisation. Formulation of leadership brand and cascading it through out the organisation.

Design and delivery of Organisation Development strategies and implementation. Facilitating behavioural shift in executive leadership teams. Extensive experience in Africa, Asia, Europe and the Middle East.



Valerie Hammond

Senior Manager: Consulting in Africa Deloitte

Val's career spans both corporate Human Resources and management consulting roles where she has focussed primarily on leadership, team and organisation development. She brings experience spanning a number of industries including financial services, mining, resources, and manufacturing. As an Organisational Psychologist, she holds a BA degree in English and Psychology, honours degrees in both Human Resources and Organisation Psychology and a Master's Degree in Organisation Psychology.

She is also an ICF Accredited Coach, having completed the Associate Coaching Programme through the University of Cape Town. She has a particular interest in working with young leaders who fall into the Historically Disadvantaged Category, ensuring they maximise their innate talents to reach their full potential. As a seasoned coach and assessor, she strives to make a material difference in the lives of others.



John Brodie

Statutory Director: Deloitte Africa

John is currently a Consulting Statutory Director in the Africa Human Capital team and is responsible for Leadership Services and represent HC in the Consumer Services Leadco. He has worked in organisational , strategy, leadership development talent and change management and executive search across a broad range of industries and has extensive experience in the Europe, Middle East and Africa region. A significant portion of this transformation work has focused recently on the future of work and building "digital" organisations. This work has been primarily with multinationals at executive and senior levels with a primary focus on executives and their teams. In this he has learnt how to leverage both virtual and high impact contact interventions to develop leaders, align culture and cascade strategy.



Prof Rasoava Rijamampianina

Prof. Rasoava Rijamampianina is an international visiting faculty at leading institutions in Africa, Asia and Europe. Previously, he held various leadership and directorship positions, including the Academic Directorship, the Directorship of the Senior Executive Programme for Southern Africa – a joint initiative of the Wits Business School and Harvard Business School (USA), and the Management Advancement Programme at the Wits Business School (South Africa). Rija as he is affectionately known, was also a Senior Research Associate in the Faculty of Economics and Business Administration at Hokkaido University (Japan) and an auditor-consultant at Delta Audit Deloitte & Touche (Madagascar) for many years. He holds a DSSC and DESCA from the National Institute of Accounting, Science and Business Administration INSCAE (Madagascar), an MBA from Otaru University of Commerce (Japan), and a DBA degree from Hokkaido University (Japan). His research and teaching interests include multicultural/diversity management, talent management, leadership and change. His work has resulted in numerous publications in scholarly journals and international conference proceedings. He is an editorial board member of various international academic journals and a member of several international academic associations, with many of these based in Japan. Rija's biography is published in the 30th Pearl Anniversary Edition of Who's Who in the World.



Prof Sope Williams-Elegbe

Sope Williams-Elegbe is a Professor and Head of the department of Mercantile Law and the deputy director of the African Procurement Law Unit, Stellenbosch University, South Africa. She specializes in public procurement, anti-corruption, digitalization of the public sector and corporate governance with a focus on business ethics. She is the author of four books: Fighting Corruption in Public Procurement (Hart, 2012); Public Procurement and Multilateral Development Banks: Law, Practice and Problems (Bloomsbury/Hart 2017); S. Williams-Elegbe and G. Quinot (eds), Public Procurement Regulation for 21st Century Africa (Juta, 2018) and G. Quinot and S. Williams-Elegbe (eds), Public Procurement Regulation in Africa: Development in uncertain times (Lexis Nexis, 2020).

Deloitte External Coaching Team



Dr Maureen Tong

Dr Maureen Tong is an executive coach and coach trainer who holds the Accredited Coach Training Programme (ACTP) of the International Coach Federation Coaching (ICF) as well as the Diploma in Coaching. She is CEO of CoachCompanion South Africa a franchise of CoachCompanion Scandinavia. She established the Thabo Mbeki African Leadership Institute and the Thabo Mbeki Presidential Library, both of which are partnership between Unisa and the Thabo Mbeki Foundation. She is a former senior civil servant, was appointed as the first Chief Operations Officer (COO) at the Department of Agriculture, Rural Development and Land Reform and as Chief of Staff at the Ministry for Agriculture and Land Reform. She has served on boards of non-profit as well as commercial companies. Her technical training is in law, her PhD is in International Law. She is a leadership development expert and trainer and has provided management consultancy services to companies outside of South Africa.

She is experienced in project and programme design, facilitation and implementation. She has many years of experience in stakeholder management and consultation. She has expertise in legal, policy development, implementation and advisory services within the land and agriculture sector.



Phyllis Ndlovu

Phyllis' work history entails over 23 years of experience in psychology work. This includes emotional intelligence awareness and training, team enhancement and effectiveness facilitation, Diversity & Inclusion, neuro coaching with Neuro Linguistic Programming (NLP) tools, as well as brief term psychotherapy.

She has also served as adviser to senior and executive management. Her facilitation in strategic planning workshops and in strategic advice, put her in good stead to balance the focus on needs of the individual and needs of the corporate environment.



Shameela Essack

I coach Board Directors, C-suite executives, middle managers, business owners and entrepreneurs in leadership, high performance in a competitive environment, practical EQ in the workplace, resilience during Corona times, influence and persuasion, effective communication for results and more. Knowing oneself through personality assessments (e.g. Enneagram, OCEAN, etc.) is a starting point for most of my coaching contracts. I use models from NLP, neuroscience, Positive Psychology and Action-Based Coaching to empower clients to achieve their coaching goals.

I have 20 years of executive and business experience. During my time as a manager at CIMA sub-Saharan Africa I won two regional staff awards with my team. In 2016 I qualified as a coach and have an MA (Wits), BA(Hons)(Wits) and certificates in Accounting, Entrepreneurship, Marketing from the Gordon Institute of Business Science.



Mpho Litha

Mpho qualified as a Business Executive Coach from Wits University Business School in 2011 and has been practicing as an Executive Coach for over 10 years. I have over 23 years of corporate and public sector work experience as a senior manager and executive in mining, rail, built environment and the public sector. I work extensively with Board Directors, Senior Executives and middle managers in various companies.

In 2018, I joined the John Maxwell Team as an internationally Certified Trainer, Coach & Speaker. I am currently working on my second international Leadership Coaching accreditation with Marshall Goldsmith Coaching Institute.



Nerisha Maharaj

Nerisha is an author and international Executive Leadership and Life Coach who combines a unique blend of international expertise in the fields of both business and self-mastery, using her experience together with the Enneagram, integral coaching and ancient Eastern psychology and philosophy to unleash the highest potential in her clients. As a Chartered Accountant with an MBA, artist and certified yoga and meditation teacher, this unique diversity of skills and experience enables her to work holistically with her clients. This approach, which combines integral and ontological coaching, works deeply to unlock and integrate mental, physical, emotional and spiritual intelligences.

Nerisha works with harmonising the principles of business and personal growth to assist people across all walks of life. Her belief is that everyone has the choice and capacity to be a leader in various aspects of life, through higher consciousness. Her passion is helping people become alive to the presence of their authentic Selves, which awakens joy, creativity and effectiveness. She holds certification in the Enneagram, Advanced Team Dynamics, EQ, Lumina Sparks & Brain Profiles, and has trained in both ontological and integral coaching methodology.

Contact

If you are interested in attending Alchemy by Deloitte Authentic Women in Leadership Programme, please contact the programme manager Faith Koroloso for more information.



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