



Culture, Team and Individual Development

The purpose of the process is to build the capacity in leadership teams to deliver a high-performance culture by taking executive, operational and functional teams to new levels of team and individual performance. The results yielded are exceptional as the process truly integrates individual performance with team performance and organisational culture.

The process is supported by diagnostics that allow organisation-wide analysis and interpretation when implemented on this scale. It is also supported by coaching of the team leader and one-on-one team member guidance.

DESIGNED FOR

Natural teams (leader and direct followers): executive level and functional/specialist management teams

Private and Public Sectors



PERSONAL BENEFITS

Personal insight through diagnostics

Self-mastery and high-performance individual development

Personal growth supported by coaching



ORGANISATIONAL BENEFITS

Significant improvement in team performance

Improved climate, morale and team relationships

Development of a high-performance culture



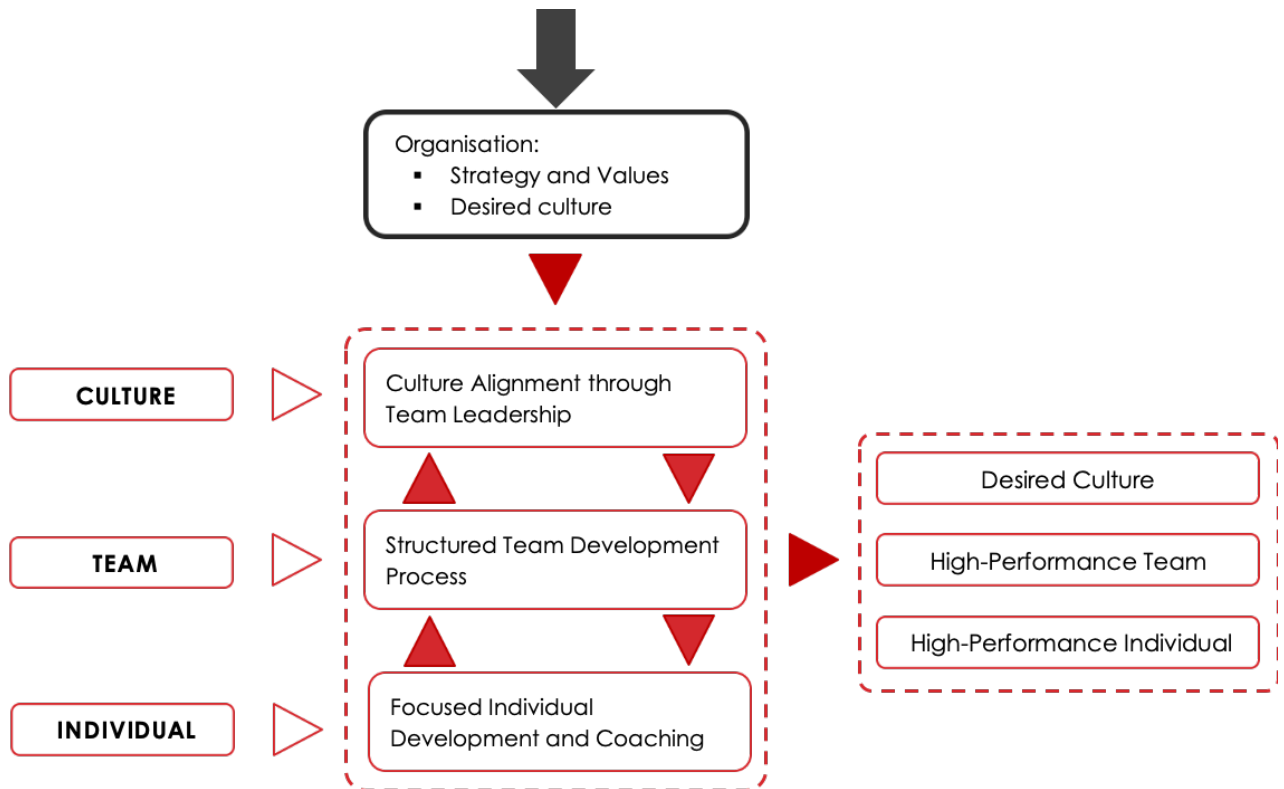
DELIVERY

Team and individual diagnostics to ensure focused individual and team development

Structured development process of 2 days per month over 6 to 9 months



CTID process



Differentiators

PERFORMANCE & CULTURE	Leads to measurable individual and team competence as well as higher levels of performance. Embeds the desired organisational culture within teams.
TEAM CAPACITY	Develops team leadership, joint accountability and effective relationships within teams.
SOUND	Is based on sound theory and practice embedded in applied thinking models in respect of high-performance organisations, organisational culture, high-performance team as well as high-performance individual development.
DIAGNOSTICS	Is supported by validated diagnostics that measure individuals and teams against the thinking models above.
FLEXIBILITY	Accommodates training interventions to build team capacity.
PROVEN	Is proven and has been refined through application in over forty teams over six years.
ONGOING DEVELOPMENT	Provides a sound foundation for ongoing team and individual development.
SHARED MODELS	Pairs well with all the thinking fusion AFRICA leadership development programmes as they share the same philosophy.

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